FISCAL 2026

Asana 2026 Sustainability Report

asana

Contents

About this report

The Asana 2026 Sustainability Report details the actions we have taken to build a strong and resilient company that aligns our sustainability strategy with our business and product goals.

By integrating sustainability principles throughout our business—from product innovation and data security to company culture and artificial intelligence governance—we are advancing a company and platform that our stakeholders can love and trust.

We publish disclosures in line with the Sustainability Accounting Standards Board Standards for Software and Information Technology Services and in reference to the Global Reporting Initiative Standards. We also include our alignment with the Task Force on Climate-Related Financial Disclosures. We monitor developments in sustainability reporting standards and global regulatory requirements and will adapt our ongoing disclosures accordingly. Please see the Appendix for more information.

Unless otherwise specified, our data and disclosures cover our global operations for fiscal year 2026 (FY26), ending January 31, 2026.

A letter from our CEO

As technology undergoes its most significant shift in a generation, our core conviction remains unchanged: building a company our customers and stakeholders can rely on for the long term. This year's Sustainability Report shows how we're doing that—by aligning our sustainability strategy with our business and product goals.

At Asana, sustainability is embedded in how we operate. It shapes how we innovate in our product, how we protect customer data, how we invest in our people and culture, and how we reduce our environmental impact. We take that broad view because long-term customer value is built on more than product capability alone. It depends on trust, resilience, and accountability across the business.

That is especially important as technology continues to reshape the way work gets done. Our customers want innovation they can adopt with confidence. We believe responsible innovation must be built into the core architecture of work. Our AI Teammates, collaborative AI agents designed for teams that can work alongside employees in Asana, operate within the same scoped permissions, identity systems, and audit trail as every human teammate. Those choices are grounded in a principle that the technologies that create the most value over time are the ones people can trust.

> "Our people are our greatest asset, and we are committed to supporting their growth, development, and sense of belonging."

The same long-term mindset shapes how we invest in our people. Our people are our greatest asset, and we are committed to supporting their growth, development, and sense of belonging. We know that a strong culture—one in which people feel they belong and can do their best work—is the foundation everything else depends on.

Our environmental commitment is part of that same discipline. Asana has been carbon neutral[1] since 2022, and we continue working to reduce our footprint as we grow. Building responsibly means taking ownership of the full impact of our business.

My focus is on ensuring Asana is the leading operating system for human-agent teams—one that delivers more value for customers, that deepens our enterprise relationships, and that customers and stakeholders can trust for the long term. We will keep building with that responsibility in mind.

To our investors, customers, partners, and employees, thank you for being part of this journey.

Dan Rogers

1. Carbon neutral since FY22 across Scope 1, Scope 2, and select Scope 3 categories, including business travel, employee commuting, and third-party cloud services, through the purchase of renewable energy certificates.

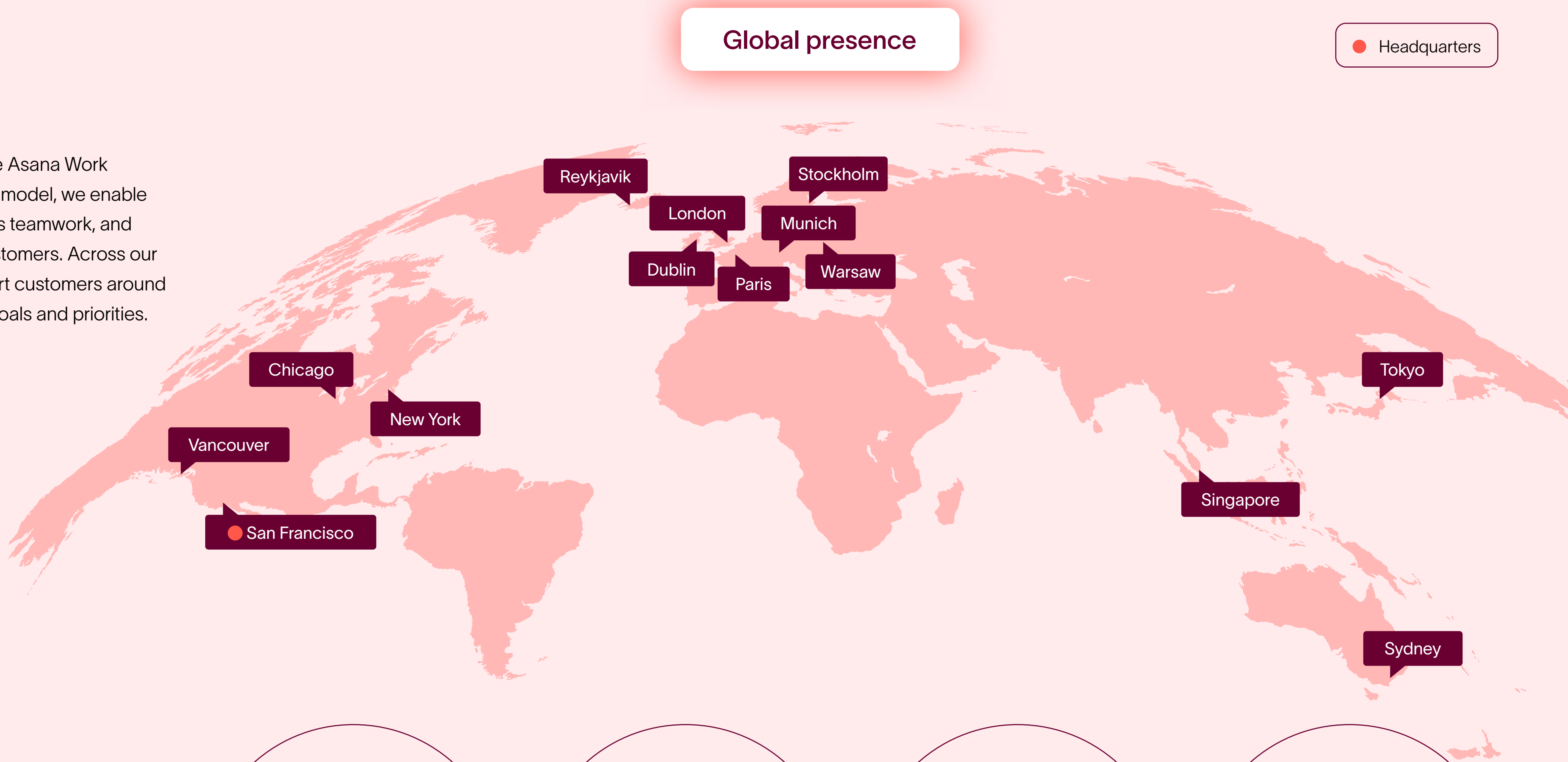
Asana around the world

At Asana, we are on a mission: to help humanity thrive by enabling the world's teams to work together effortlessly and achieve goals more efficiently.

We help organizations coordinate work between humans + AI. Our agentic work management product connects company-wide goals, strategic initiatives, and the execution of work through a single platform.

Our goal is to use the best of human + AI potential to help teams and organizations harness the best of human potential—blending technology with human capabilities so teams and organizations can work more effectively and reach their full potential. To achieve this, we've built the Operating System (OS) for human-agent teams to empower every team to focus on executing on the work that moves their businesses forward.

Through our platform and the Asana Work Graph®, our proprietary data model, we enable strategic alignment, seamless teamwork, and operational agility for our customers. Across our 14 offices globally, we support customers around the world in achieving their goals and priorities.



At a glance[2]

[2] Data as of January 31, 2026

$790M	180,000+	1,767	14
FY26 total revenue	customers	employees worldwide	offices globally

Our sustainability approach

Our strategy for responsible impact

Asana is designed for leaders, innovators, and problem-solvers, accelerating crucial work on vital issues that benefit humanity. We leverage our AI-powered solutions to streamline strategic planning, elevating human capabilities so teams can be more effective and achieve their goals.

Our sustainability strategy is grounded in applying purpose-driven innovation to achieve long-term value creation, sustainable growth, and customer success. The core tenets of this strategy—people, product, and planet—are built upon a solid foundation of integrity and trust.

These sustainability tenets are interwoven within our product and culture and are inextricably linked to our cross-organizational business objectives and enduring mission to help humanity thrive by enabling the world's teams to work together effortlessly.

Core tenets of our sustainability strategy

People

Embracing human value

We leverage our product to ensure our culture and values are reflected in our business engine, customer support, people development, and all other facets of our company.

Product

Elevating organizational impact

We enable customers to work smarter, maximizing impact and driving clarity and accountability with security, governance, and control.

Planet

Enabling collaboration for a thriving planet

Our products empower sustainability innovators to drive real progress, bringing visibility and clarity so teams can do their best work together. At the same time, we are taking significant steps to reduce our own environmental impact.

Trust

Ensuring durability through trust

We aim to build a resilient, sustainable business that will deliver value to our investors for years to come. We believe that strong governance and a ubiquitous commitment to ethics will keep us on the path to long-term success and that our commitments to trust, safety, and integrity are core to our identity as a company.

Built upon a foundation of integrity & trust

Long-term focus

In addition to being listed on the New York Stock Exchange, we are also listed on the Long-Term Stock Exchange (LTSE),[3] an exchange designed for companies and investors aligned on the importance of long-term horizons. We believe this dual listing aligns with the core tenets of our sustainability strategy and demonstrates our focus on building a business that delivers durable, long-term value for our investors and other stakeholders.

Our LTSE listing underscores our strong commitments to:

Our investors

We engage with investors on an ongoing basis and believe in delivering long-term shareholder value.

Our stakeholders

We take an inclusive stakeholder approach that benefits customers, employees, partners, communities, the environment, and humanity.

Long-term strategy

We aim for long-term growth as we accomplish objectives across our company in service of our mission.

Board oversight

Our Board of Directors oversees our long-term strategy, in partnership with management.

3. Asana is listed on the LTSE and receives advisory services from LTSE Services.

To maintain our long-term vision, our Board and management work together on developing and implementing strategic initiatives designed to be executed over longer time frames, including multiyear planning for research and development, evolution of our sales and marketing go-to-market motion, financial systems and planning maturity, operations and customer success, and employee culture development.

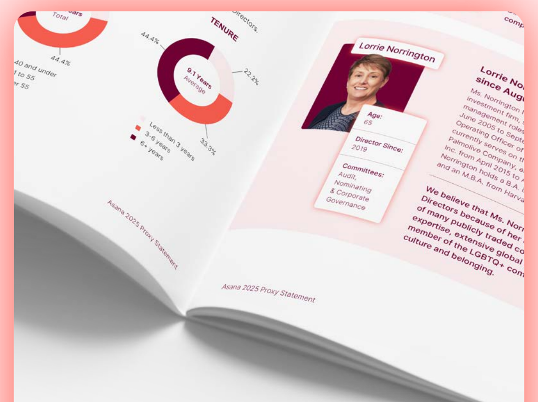
What matters most

In FY25, we completed a materiality[4] assessment to help us better understand and rank our sustainability priorities. Based upon a multifactor analysis of perspectives from our senior leaders and investors, industry sustainability disclosures, the Sustainability Accounting Standards Board Standards for the Software and IT Services industry, and investor-aligned sustainability ratings, we identified our material sustainability topics. Of those, we identified these five topics as our primary sustainability priorities:

1. **Business ethics**
2. **Data security and privacy**
3. **Culture**
4. **Emerging technology and ethics**
5. **Talent acquisition, employee engagement, and well-being**

We focus our resources on these key priorities in framing our sustainability planning because we believe they are most important for our business and represent our greatest opportunities to create long-term stakeholder and investor value.

The Asana Corporate Governance Guidelines help ensure our directors and management pursue corporate objectives for the benefit of stakeholders and in service of our mission and values while also upholding legal requirements and best practices.



Learn more about our corporate governance in our 2026 Proxy Statement.

4. "Materiality," for purposes of our sustainability reporting, includes potential impacts on our communities, the environment, and our stakeholders, such as employees, customers, and suppliers. The inclusion of topics in our sustainability reporting, even when described as "material," does not indicate that such topics are material to the company's business, operations, or financial condition or "material" as it pertains to U.S. federal securities laws or any other applicable regulatory framework.

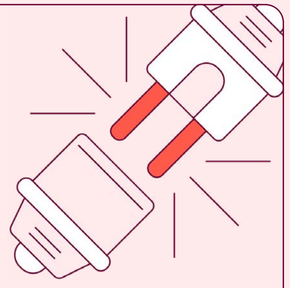
Stakeholder engagement

Asana commits to engaging strategically with our customers, employees, industry partners, investors, and local communities to drive forward shared commitments for people and the world. Throughout the year, we engage with these internal and external stakeholders to gather their insights on key sustainability topics, thereby shaping our corporate sustainability road map in alignment with evolving expectations.

Stakeholder Group	How we engage	Topics	
Customers	We maintain ongoing engagement with our customers through product updates, knowledge-sharing portals, customer feedback, and supplier requests for information. We elevate our strategic discussions with user conferences, the Customer Advisory Board, and certification programs for Agentic Work Management.	• Product innovation • Data security and privacy • Responsible AI business practices	• Climate policy and carbon footprint • Product accessibility • Technology resilience
Employees	We engage with our employees through onboarding, ongoing training and professional development, and biannual engagement surveys and performance management cycles.	• Culture and employee experience • Benefits and well-being	• Career development • Employee giving and donation matching
Industry partners	Our partnership ecosystem is important to building human-centered, cutting-edge technology and customer relationships. We maintain ongoing partnership engagement through joint go-to-market innovation, product testing, and engaging with customer feedback.	• Product innovation • Responsible AI	• Data security and privacy • Corporate governance and ethics
Investors	We are committed to providing accurate, transparent, and timely information about our business to investors and financial analysts with year-round investor outreach through our investor relations website, Wall Street conferences, road shows and calls, investor days, and quarterly earnings calls.	• Sustainable value creation • Governance, ethics, and board structure	• Risk management • Human capital management
Communities	We support the communities where we live and work through partnerships and memberships with civil society and nonprofit organizations through service via leadership, mentorship and volunteer activities, financial support, and technology access and training.	• Philanthropy and partnerships • Nonprofit capacity building and pro bono support	• Product access and training

FY26 Highlights

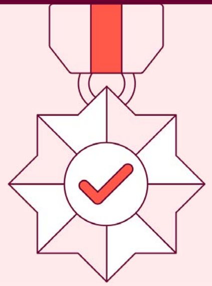
100% renewable electricity



Maintained 100% renewable electricity across our operations and continued to be a carbon-neutral company.

Learn more on page 29

Expanded work management certifications



Certified over 60,500 unique users across seven programs, helping customers and employees build enterprise-grade workflows and connect our AI solutions into their everyday work.

Learn more on page 19

Awards and recognition

Forbes

America's Best Employers for Company Culture

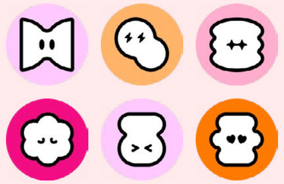
America's Best Midsize Employers

Newsweek

America's Greenest Workplaces by State (California)

America's Greatest Workplaces in Tech

Growth of responsible AI innovation



Expanded availability of our Asana AI Teammates. As part of the OS for human-agent teams, users can now utilize collaborative agents within our agentic work management platform that can in turn build, deploy, and run workflows, thereby creating human-agent teams that can coordinate work in context while operating within existing access permissions.

Learn more on page 21

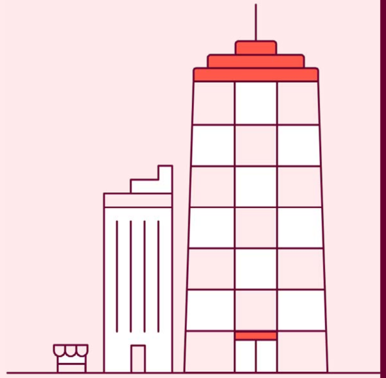
Enhanced employee benefits and financial wellness

Investing in our global workforce means supporting our employees in planning for their futures, as seen in our FY26 updates to our retirement offerings, including a new employer-provided 401(k) match in the U.S. and expanded retirement contributions in Canada and Japan, as well as financial wellness education made broadly available to employees.

Learn more on page 12

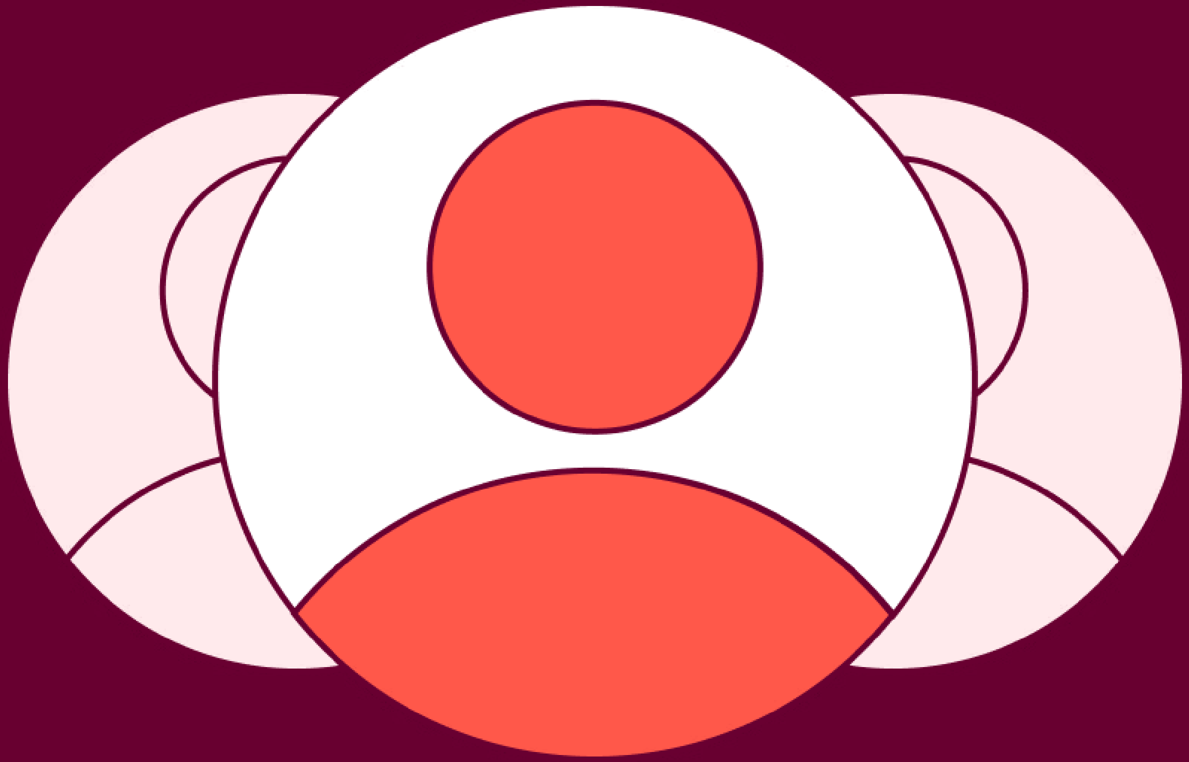
Growth opportunities for our team

Forty-nine percent of our employees, whom we call Asanas, drew on their individual Career Growth Budget in FY26, which provides an annual stipend for professional development. Asanas used the funds to pursue external classes, certifications, and facilitate other learning opportunities to help advance their professional skills while also improving our capacity to execute in a fast-evolving industry.



Learn more on page 14

People



Embracing human value

At the center of everything we do, it's the people who matter. To accomplish great things for the world and drive better results, the organizations, teams, and people behind those achievements need to be enabled to collaborate, innovate, and thrive. From championing the needs of our employees to uplifting our communities, we fully invest to enable people to do their best work.

In this section

Our culture

We believe culture lives at the intersection of our mission, our values, and the decisions we make every day to deliver on our goals and elevate our people and our product. We strive for a culture of clarity, accountability, transparency, empathy, and humility—and, as a result, trust. And we invest deeply in building the cultural norms, practices, and structures that support and drive business outcomes.

Our culture is tightly tied to our mission, and we value clarity at all levels of work and responsibility so everyone can understand how they contribute to our success.

Our Operating Principles

Our employees, commonly known as "Asanas," co-create our culture and bring our Operating Principles to life every day by cutting to the core of high-impact problems and developing solutions together.

Our Operating Principles continually guide our behavior. We aim to align our daily decisions, whether big or small, with these principles and thereby foster a culture that will help us achieve our mission. These six principles are:

Principle 1
Know your customer

Meet your customers where they are. Understand the why behind their work. Design solutions for where they're going.

Principle 2
Solve it together

The best solutions come from the best collaborations. Involve the right minds at the right time, drive to a decision, and commit as a team.

Principle 3
Cut to the core

Distill what matters, decide fast, and bring others along with clarity, not complexity.

Principle 4
Act like you own it

Take extreme ownership of our resources, our outcomes, and the problems no one has claimed. When things shift, step up.

Principle 5
Get to beta

Move fast with intention. Ship a lovable version, learn from real-world usage, and iterate what matters.

Principle 6
Start with heart

Lead every interaction with empathy and intentionality. Seek first to understand, then engage with both candor and care.

Building our team

Asanas are the core of our business.

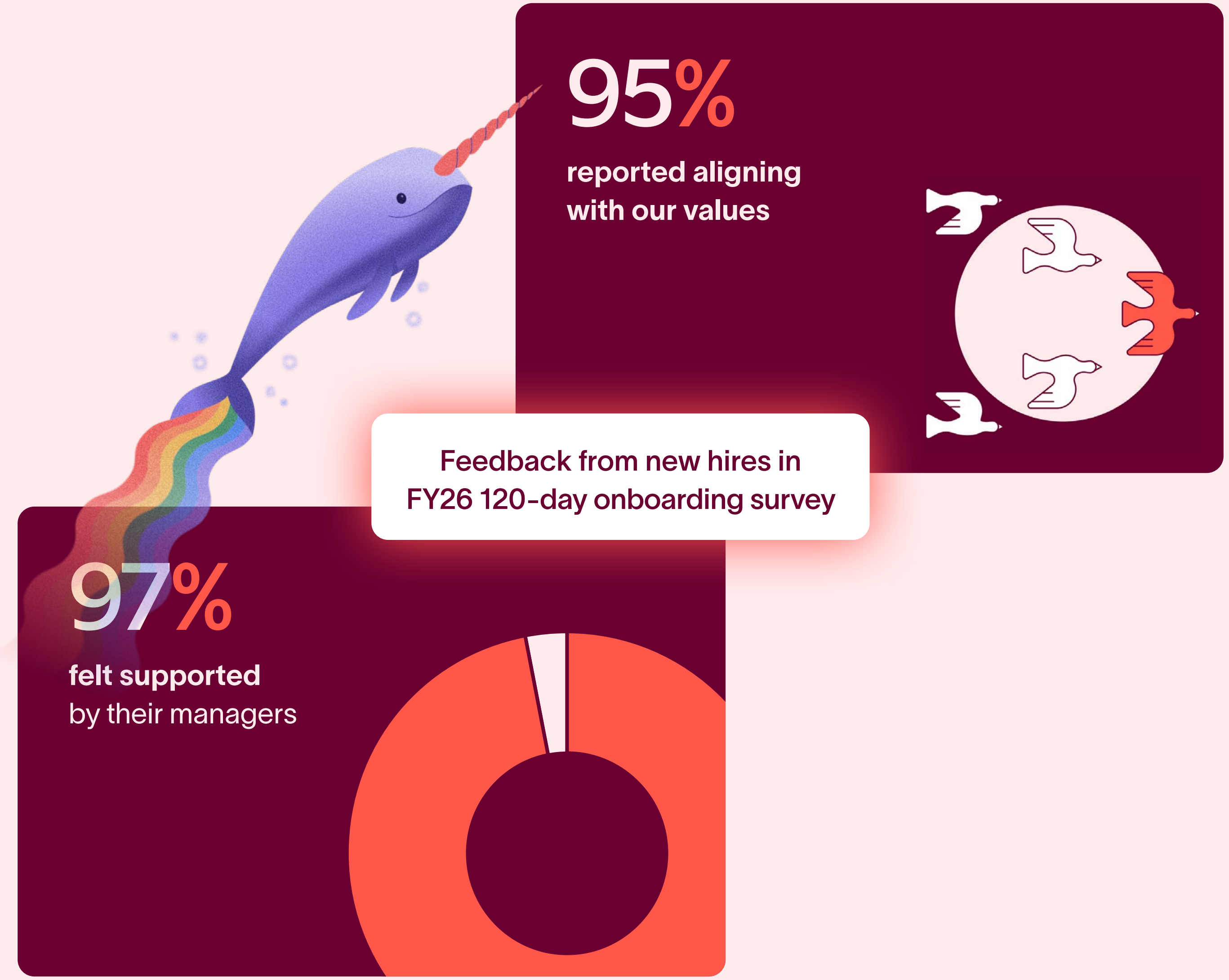
Our people strategy prioritizes building a sense of community and belonging, a brand that acts as a magnet for talent, and a workspace culture that enables productivity. We seek to attract exceptional talent and people who think outside the box and to help those who join Asana to feel valued. Our onboarding process gives new Asanas the tools they need to succeed.

Deep-dive educational sessions introduce our new employees to our Operating Principles, culture, and the Solve It Together mindset that defines how we work.

In FY26, we continued to strategically expand our global footprint to better serve customers around the world. In making these investments, we provided new employees across the world with insights and learnings about our culture to foster global collaboration.

For more information on our growth opportunities, please go to https://asana.com/jobs.

Our onboarding is designed to help new Asanas thrive and be productive in our culture.



Benefits and well-being

We support employee health holistically with benefits, programs, and a company culture that together prioritize our employees' well-being.

We embrace the importance of investing in the total health of Asanas and factor the voice of our employees in our decision-making.

Medical benefits

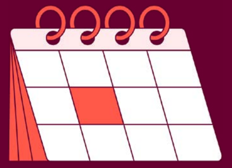
Where applicable, we offer employer-paid medical benefits. Recognizing that mental and physical health are two sides of the same coin, our annual benefits include eight sessions with licensed therapists and eight sessions with certified wellness coaches, all designed to better support and enable our Asanas and their families.

Holistic well-being
We also offer fitness benefits to all employees globally, including gym access at our San Francisco headquarters (HQ) and monthly fitness reimbursements at other locations, covering gym memberships, fitness classes, and wellness apps.

Family-forming support
Employees globally have access to a $10,000 lifetime reimbursement toward the cost of family-forming journeys. We also support employees through their parenting journeys with access to one-on-one coaching and expert guidance through the first year of a new child's life.

Financial well-being

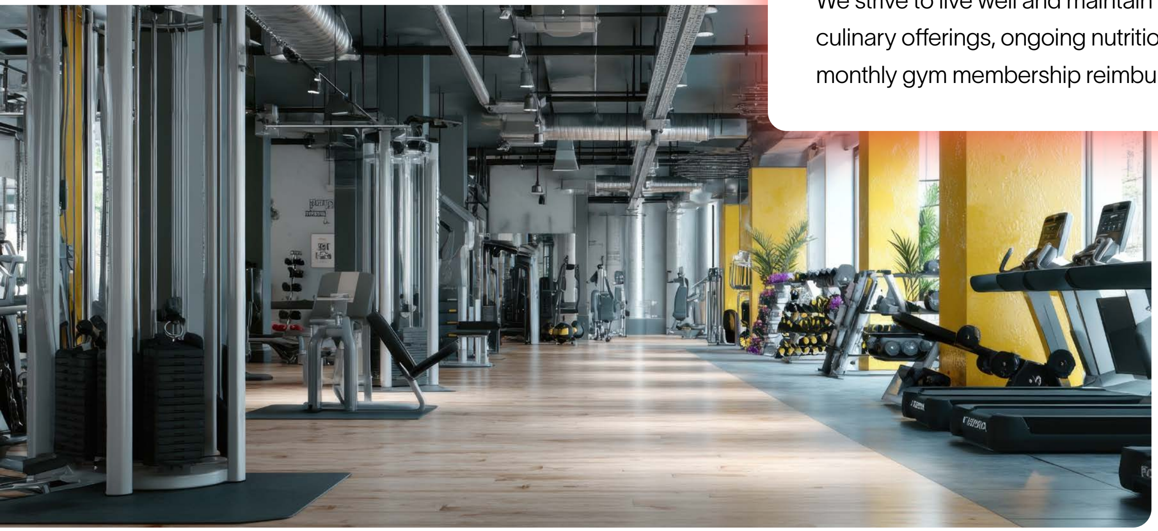
In FY26, we introduced a 401(k) match in the U.S., contributing $0.50 for every $1 of employee contributions up to $2,000 per calendar year. We also offer retirement contribution benefits in certain regional markets, with each program structured to reflect local market practice and regulatory requirements. In addition, we offer financial coaching and educational resources, including live sessions on key areas like retirement planning, to better enable Asanas in building a sound financial future for themselves. In FY26, 379 unique Asanas attended one of our financial wellness sessions.



16 weeks of paid parental leave
for all Asanas, unless the law provides otherwise

$10K
for family-forming journeys
available to employees globally as a lifetime benefit

401(k) match
introduced in FY26
Asana contributes $0.50 for every $1 up to $2,000 annually for U.S. employees.



Holistic approach to employee wellness

We strive to live well and maintain wellness programs including healthy culinary offerings, ongoing nutrition education, and free gym access or monthly gym membership reimbursement to employees in most regions.

Work–life balance

People thrive when they're given the space to curate their lives in ways that work for them. We prioritize balance and mindful living by offering a flexible vacation policy, along with a wide range of robust leave offerings, to support the needs of our employees.

16 weeks of parental leave

We have intentionally designed our global benefits and time-off programs to support working parents, including 16 weeks of paid parental leave for all Asanas, unless the law provides otherwise.

Flexible paid time off

When it comes to optimal performance, rest is as important as work. Our flexible paid time off program helps employees and managers work together to set flexible recharge opportunities that balance business and personal needs. Where local legislation requires a structured vacation policy, we provide paid time off in accordance with applicable law.

Other types of leave

We provide additional medical and family leave based on local requirements and practices, including supporting employees during difficult times by offering a bereavement leave policy that may also be used in the event of pregnancy loss.

Workforce health and safety

In our efforts to reduce and eliminate occupational health hazards, Asana operates a health and safety management system covering 100% of employees. We equip employees with the information they need to effectively identify and address workplace hazards, including emergency training specific to building hazards. We also incorporate quarterly audits and assessments to gauge our safety performance.

All global offices are equipped with safety wardens who are responsible for aiding occupants when building emergencies arise. Our San Francisco HQ has also earned WELL Building Health + Safety certification, an independent recognition of our commitment to occupant health, safety, and well-being.

Learning and development

We invest deeply in employee growth and impact, from onboarding to ongoing learning and development opportunities.

2x yearly All eligible employees participate in our **Growth & Impact performance review cycle**

400+ Asanas attended **28 professional development learning sessions**

50+ **Global workshops** hosted in FY26

We understand that career growth today isn't always linear, which is why we believe in giving employees multiple pathways and opportunities to make an impact and further their professional development at Asana.

Personalized career paths

We support ongoing career growth by offering employees an individual Career Growth Budget, an annual spend available to each employee to use toward external classes, certifications, books, or subscriptions needed to advance their technology knowledge or professional skills. This annual reimbursement covers eligible content and experience expenses that enable individual skill development. During FY26, 49% of Asanas invested in their professional development by drawing upon that budget.

Asana's Areas of Responsibility (AOR) system distributes accountability across the company by ensuring every business function is assigned to a clear owner who serves as the final decision-maker for their specific area. This structure empowers Asanas to grow as leaders by taking ownership of domains beyond their immediate job descriptions while helping the company maintain transparent decision-making and identify staffing needs.

Empowering business growth and operational excellence through AI

We empower Asanas to use AI in their day-to-day lives in a responsible, confident, and informed way. Our management-led AI Council guides the Asana culture of AI-driven innovation, collaboration, and knowledge sharing among Asanas to promote responsible and effective employee AI use. We also invest in centralized AI resources and enablement across the company, unlocking high-impact productivity gains for every team.

We continually explore the efficiencies that AI can create within our product innovation by simultaneously testing and deploying the most impactful solutions while also learning and adapting the ways we can move forward together. In FY26, we launched new AI training opportunities internally as part of our professional development efforts to empower our teams with the tools they need to keep growing. Please see the Responsible AI section for more information.

Performance management

We strive to maintain a culture of empowerment, teamwork, and continued growth throughout the entire employee experience. From day one, we educate Asanas on the various resources available to help increase their positive impact over time, such as:

- Team success guides
- Annual Growth & Impact performance reviews
- Regular peer feedback through our Anytime Feedback program

We follow a biannual review process with ongoing opportunities for growth discussions between employees and their managers twice a year. In FY26, 98.6% of employees completed Growth & Impact reviews, bringing clarity to their job performance and insight into their development opportunities at Asana.

Professional development

We empower each of our people to pursue opportunities for professional success, whatever their role or career stage. We believe that growth in the capabilities and leadership skills of our team fuels career possibilities, our innovative culture, and successful business outcomes. Some of our professional development initiatives are highlighted below.

GrowthCon

In FY26, we hosted our fourth annual GrowthCon, a global learning summit dedicated to career growth. Across seven global office locations, over 400 Asanas attended 28 learning sessions designed to inspire meaningful conversations about leadership, learning, and long-term career development and fuel professional development.

Empowering our managers

We support managers so they are equipped to lead high-performing teams, starting at new-manager onboarding and continuing throughout their careers as a manager at Asana. In FY26, our manager onboarding series grounded Asana leaders in our culture, approach to performance management, and company strategy. We also provided new managers with deep dives into leadership skills with Coaching, Feedback, and Developing People courses, equipping them to lead engaged, high-performing teams.

In FY26, we launched our new Operating Principles—six principles that guide how Asanas make decisions and work together every day. This foundation establishes clear expectations, supports self-awareness and development, and promotes consistency across the comp.

Employee experience

Employee feedback is important to our ability to deliver on our business priorities, drive meaningful action based on insights, and create a positive employee experience.

We have a multifaceted, ongoing employee engagement strategy that allows us to holistically listen and learn across our global workforce. .

Clarity and transparency

We believe that clarity and transparency in the workplace requires both great technology and a company culture grounded in openness. At our company-wide, all-hands meetings, the Asana leadership team speaks openly about the state of the company, sharing financial insights, growth metrics, and news. Through updates from across the company that flow through the Asana platform, we are able to provide real-time transparency on how we are progressing on achieving our annual company-wide, high-level priorities. This means that every employee at Asana understands our shared objectives and how their day-to-day work contributes to achieving those goals and, ultimately, our mission. We believe that keeping employees in the know every step of the way builds ongoing trust and confidence in our leadership and company

Employee voice

We take a similar approach to building our culture as we do to building our product: design, implement, measure, and constantly improve.

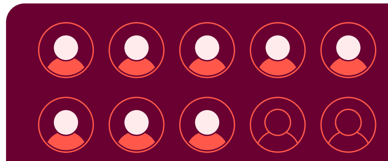
We engage Asanas through Voice of the Employee programs, which help us gather valuable insights to elevate our long-term strategies and develop our collaborative culture. Our discussions are guided by three inputs:

- Top-down updates from the executive management team on topics such as:
  - Business metrics
  - AI capabilities
  - Customer success stories
- Employee suggestions on cultural development
- Insights from our company-wide biannual engagement surveys and exit interviews

Engagement survey

Just as we continuously improve the Asana product, we believe in continuously improving and co-creating our culture by soliciting feedback from our employees throughout the year.

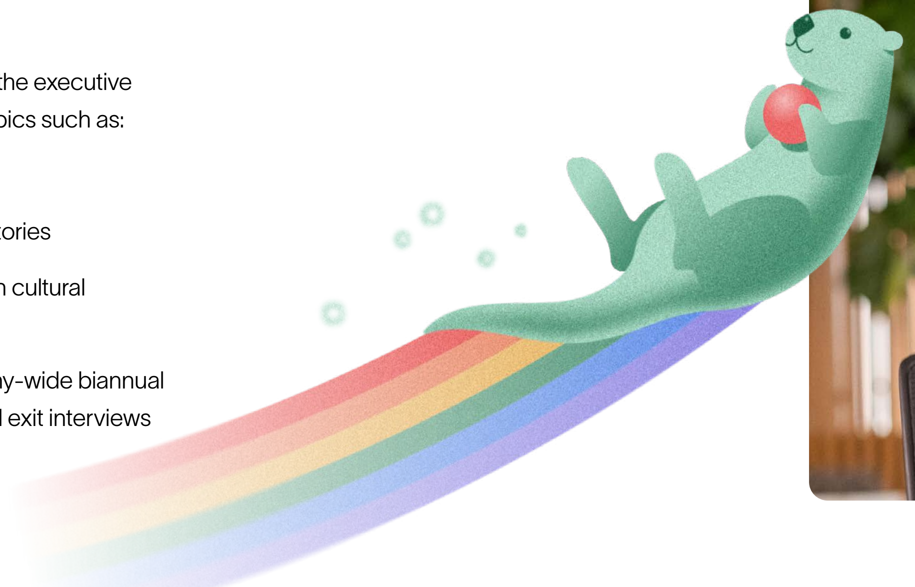
We currently conduct biannual company-wide engagement surveys to gain insight into how employees are experiencing life at Asana and surface areas that need improvement. We use survey feedback to co-create plans that strengthen our culture. We also saw engagement improvements between our July and December FY26 surveys, reflecting employee support for our new priorities.

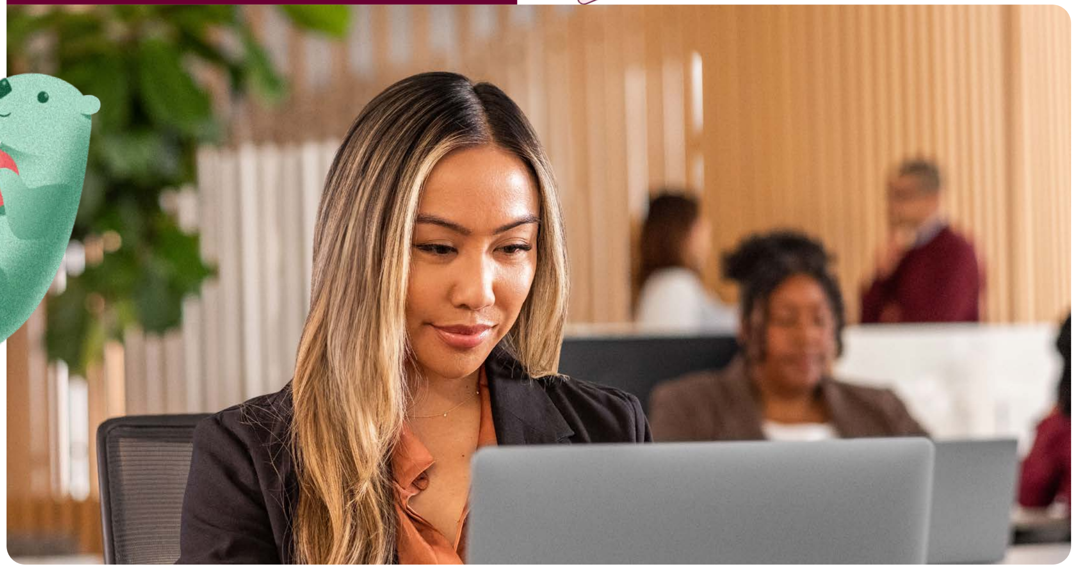


Approximately

8 in 10

Asanas participated in our December 2025 engagement survey.





Culture of giving

Our human-centered culture motivates our people to leave a legacy of lasting positive impact.

Through our blend of social impact programs and philanthropy, we aim to deliver meaningful benefits to our communities and humanity at large.

Donation Matching

Through our donation matching program, employees can support charities and areas of need that matter most to them. Asana directly matches employee donations up to $200 (or the global equivalent) per employee per year, up to $35,000 in total company-wide, to eligible charities of their choosing.

Pledge 1%
When we work together, we can do great things. With this mindset, we have pledged our support to Pledge 1%, a global movement of corporations, founders, and employees to pledge a contribution of 1% of profit, product, equity, and/or time toward philanthropic causes.

For Asana, we aim to deliver upon our Pledge commitment through two routes:

1. **Product:** Pro bono product or discounted product opportunities and student programs
2. **Equity:** Founder's pledge

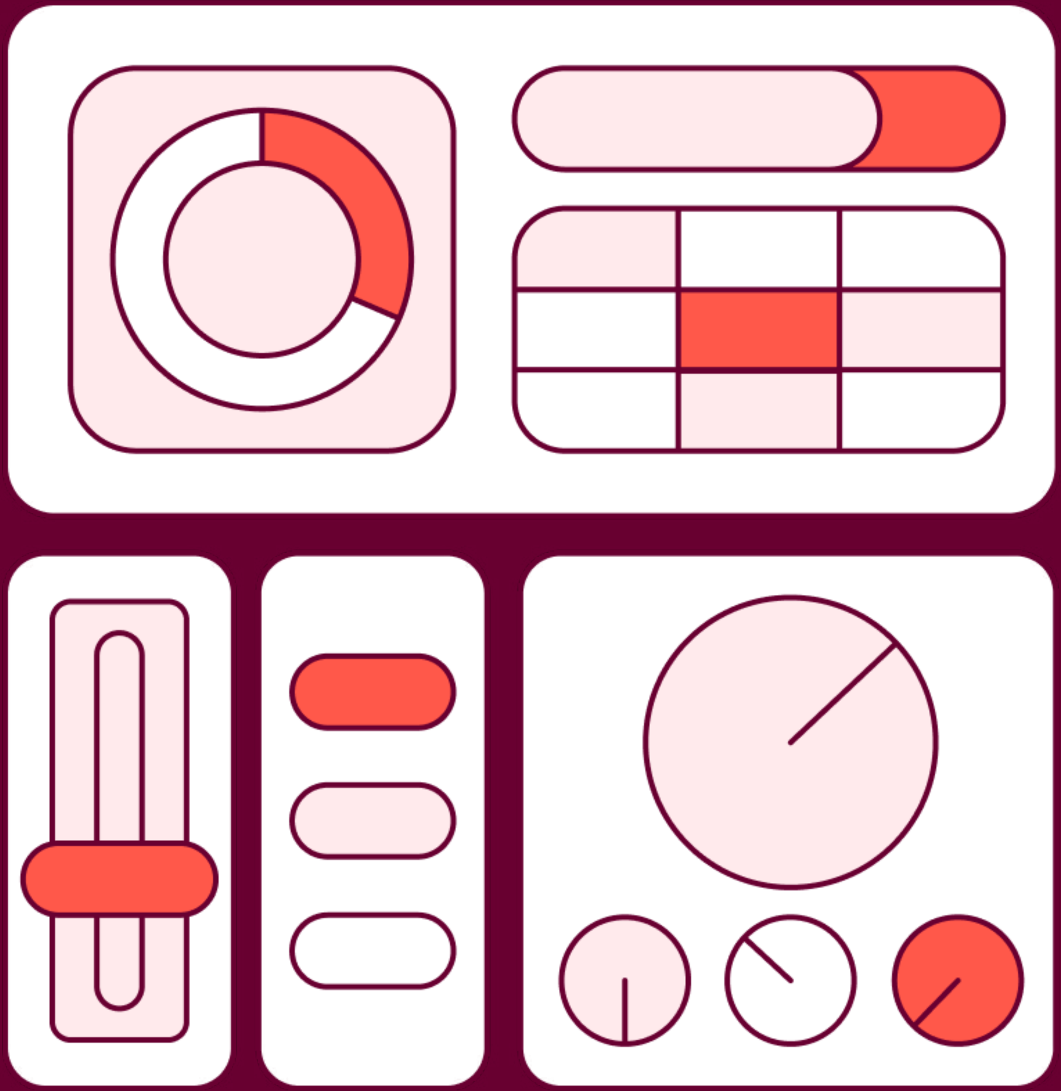
Our commitment to and passion for making things better for people flows through every level of our business, all the way up to the top. Asana's co-founders Dustin Moskovitz and Justin Rosenstein have pledged to use 100% of the value of their Asana equity for philanthropic purposes.

Pledge 1% is a global movement from corporations, founders, and employees to pledge a contribution of 1% of profit, product, equity, and/or time toward philanthropic causes.

$82,033

Employee donations and corresponding Asana match in FY26

Product



Driving organizational impact

Our mission is to help humanity thrive by enabling the world's teams to work together effortlessly.

Our platform allows users—from small businesses to global organizations—to connect the goals set at the top of an organization to the projects and cross-functional teams to support those strategies. Asana is the coordination layer for humans + AI, which unlocks the ability for customers to move faster and do higher-quality work. Ultimately, this helps them achieve their missions faster and solve their biggest problems. When we work together, we can do great things.

In this section

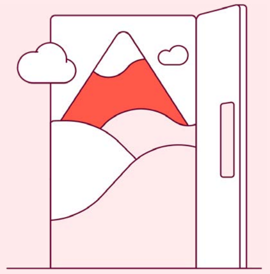
Innovation

Driving progress by transforming research into action

Organizations are taking on ever-greater challenges, with people being located globally, projects increasing in complexity, and teams grappling with utilizing advanced technologies such as AI on top of existing processes. Asana enables leaders to reconceive their roles as chief architects of context so their teams can be innovators at the forefront of progress and drive progress in the world.

Our product is the primary means by which we contribute to sustainable impact. The Asana platform connects company goals to underlying work, helping companies align everyone around a unified purpose and elevate operational impact. Customers rely on the Asana Work Graph® data model, which captures the critical context and historical relationships across all work inside an organization—who is doing what work and when, how, and why.

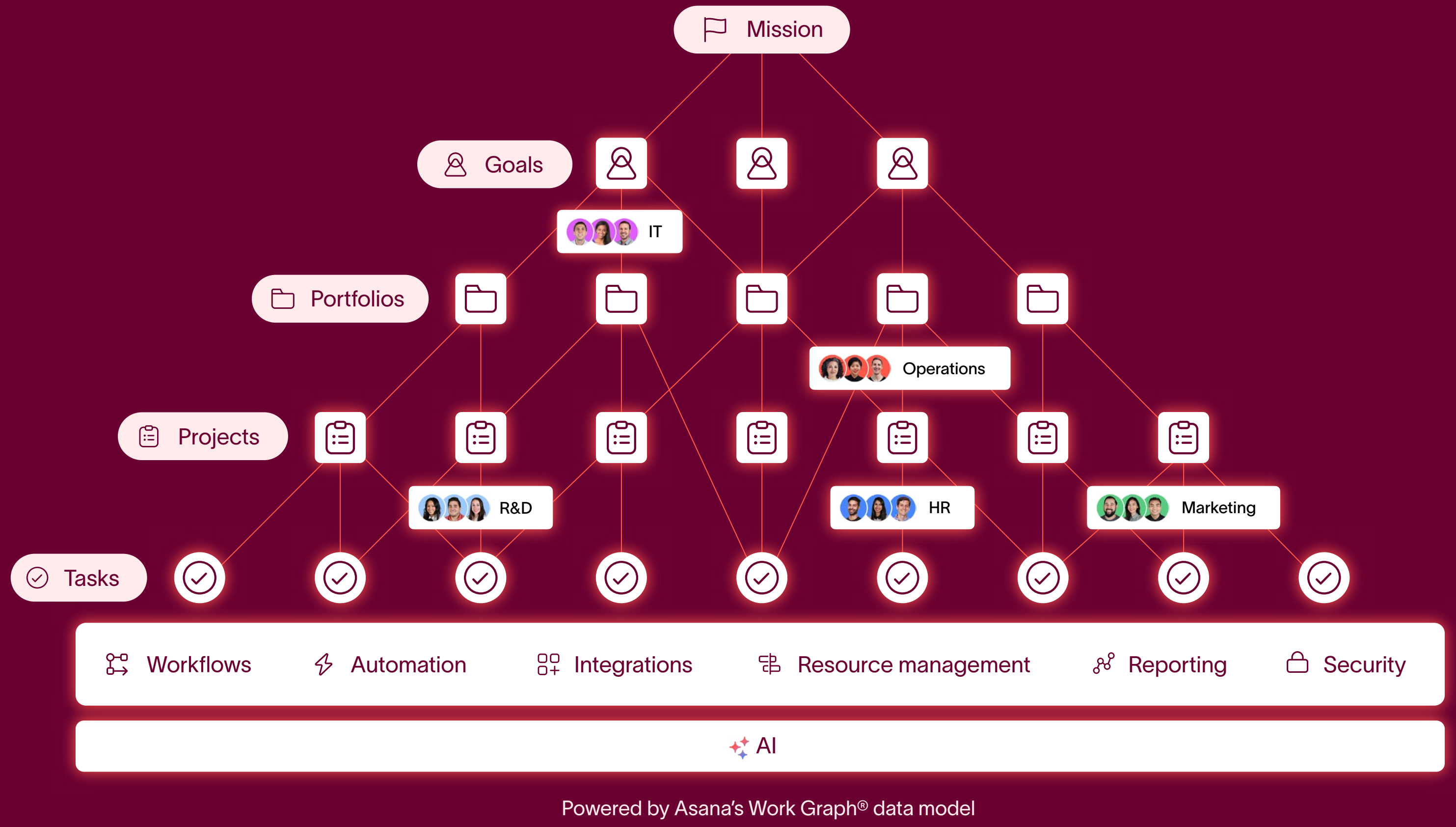
AI is transforming work. With the addition of AI-powered smart workflows and agentic AI products to our work management platform, all powered by the Asana Work Graph®, we help leaders and businesses transform research into action to solve their most pressing challenges.



We have the unprecedented opportunity to reshape the nature of work itself.

Our enterprise work management platform

Asana connects work across an organization, creating clarity and connecting tasks to the top-line goals and mission of a company.



Customer engagement driving innovation

Customer feedback is key to Asana product innovation.

Our multifaceted approach to customer engagement deepens our understanding of our customers' opportunities and challenges and how we can drive solution-oriented innovation together as long-term partners, such as those highlighted below.

Customer Advisory Board

We leverage our Customer Advisory Board to bring senior leaders together with our most advanced and innovative customers as forward thinkers to explore important industry topics and for meaningful connections. We apply customer insights to inform our product road map, explore emerging trends, and leverage work management successes.

Collaborative Work Management Certifications to Drive Success

Our Collaborative Work Management certification program is designed for customers to master the art of building and deploying enterprise-grade workflows, a crucial skill in today's fast-paced work environments. Additionally, we focus on integrating AI tools to significantly enhance organizational productivity. In FY26, we certified over 60,500 unique recipients, who collectively earned more than 67,500 badges and certificates across these seven programs:

1. **Workflow Specialist Certificate**
   How to plan, build, and deploy successful enterprise-grade workflows as well as best practices to help teams use them effectively.
2. **Asana Administrator Certificate**
   How to set up and manage your organization's workspace, streamline user management, and ensure teams can work efficiently and securely.
3. **Asana Foundations Skill Badge**
   How to master project management, improve team communication, and boost productivity on our collaborative work management platform.
4. **AI Studio Foundations Skill Badge**
   Write powerful prompts for AI to pass off busy work and accelerate key projects.
5. **Resource Management Skill Badge**
   How to set up capacity plans and balance workloads to ensure every project succeeds.
6. **Campaign Management Skill Badge**
   How to manage and scale campaigns with automation, align your team around shared goals, and drive measurable growth.
7. **AI for Work Skill Badge**
   Easy-to-apply strategies to use AI in everyday working life, helping to maximize personal productivity and accelerate human work with AI-powered automations.

Work Innovation Summit

In FY26, we hosted Work Innovation Summit events in London and New York City, bringing together customers, leaders, and work management experts to explore how AI is transforming the way teams operate. Each summit featured hands-on workshops on building AI workflows at scale, real-world implementation stories from enterprise organizations, and product insights and strategies from Asana leadership on scaling AI across their organizations.

Responsible AI

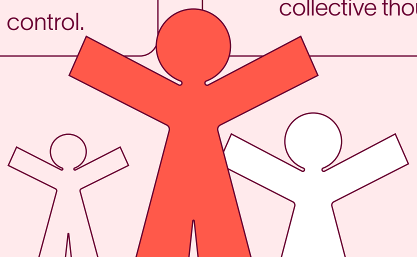
Human-centric AI principles

We are grappling earnestly with the immense challenges and open questions around this technology.

People are at the heart of every decision Asana makes, including how we develop AI-powered solutions.

Asana AI features are natively designed to include human review, reflecting our stance that humans are ultimately responsible for incorporating decisions, recommendations, and insights generated by AI. Our efforts are guided by these five principles, each inspired by our company values:

1. **AI should help people achieve their goals:** Humans set the destination; AI helps them get there.
2. **We design for human–AI teams:** We foster partnerships between people and technology that catalyze teamwork.
3. **People are accountable for decisions:** AI assists, but humans maintain responsibility and control.
4. **We are committed to safety—in the short and long run:** We balance innovation speed with responsibility to ensure AI remains aligned with human values.
5. **We promote transparency, in practice and in product:** We are clear about our practices and build solutions that strengthen collective thought processes.



AI has the power to enhance lives and transform organizational decision-making.

At Asana, we are harnessing these benefits by finding thoughtful ways to embed AI into our customer experience while prioritizing safety, privacy, and ethics.

AI safeguards

Asana AI Council

The Asana AI Council is a cross-functional team charged with driving AI implementation and value realization across our organization using both Asana AI and third-party tools. The AI Council's purpose is to help Asana model a future in which AI and human ingenuity combine to radically improve how teams work and unleash the full potential of every business and organization.

The Council's three primary goals are as follows:

1. **Foster a culture of AI-driven innovation, collaboration, and knowledge-sharing among Asanas, ultimately improving productivity and AI competency.**
2. **Enable Asana employees to use AI in their day-to-day, and increase usage of AI across the company.**
3. **Set a foundation for AI literacy, usage, and innovation at Asana.**

Through our responsible approach to AI, we are not just building powerful tools—we are creating technology that respects human agency, protects privacy, and promotes ethical use while delivering meaningful business value.

Product development process and safeguards

Asana employs a multilayered approach to address potential technical, legal, ethical, and performance issues in Asana AI features and products.

This process begins with a cross-functional team that systematically reviews each proposed AI feature and product, considering its intended purpose, operational and model details, data usage, and potential quality or accuracy issues.

Testing framework for our AI features and products typically includes:

- **Unit testing:** Individual functions and components are tested to confirm they operate as intended without introducing quality or accuracy issues.
- **End-to-end testing:** Asana runs real-world scenarios to evaluate the entire system's performance, focusing on accuracy, fairness, and overall user experience. This helps identify any quality or accuracy issues that might surface in practical use cases.
- **Integration testing:** Different components of the AI are combined and tested to ensure they work together seamlessly without introducing quality or accuracy issues when interacting.
- **AI partnering:** Asana collaborates closely with its AI partners, who conduct their own bias testing, red teaming, and other security measures. These partners' safeguards are integrated into Asana AI features and products, helping to ensure that the AI models used are fair, reliable, and secure.

Data protections and controls for Asana AI

We are mindful of how we deploy AI features in our products for our customers. Our AI data practices include the following:

- All data is encrypted in transit and at rest with strict access controls.
- Asana has agreements with its AI partners to not retain customer data following completion of the relevant AI query.
- Customers choose how and where their data is processed through admin controls.
- Asana AI features are designed to natively include human review steps, reflecting our stance that humans remain ultimately responsible.

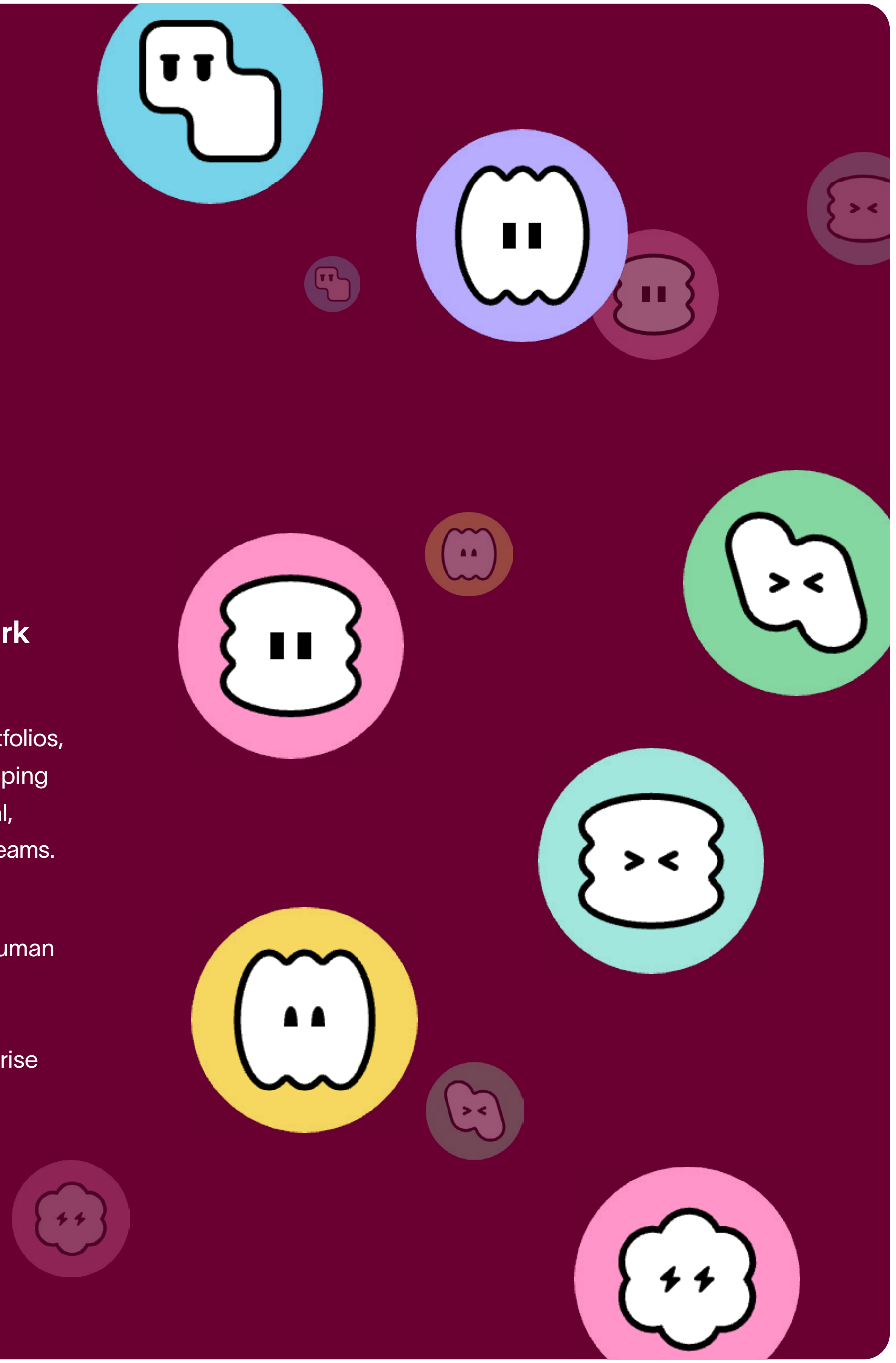
AI Teammates

Your team just got bigger

In FY26, we expanded our AI offerings with the launch of AI Teammates, collaborative AI-powered agents designed to support work within shared workflows.

Built to operate in the context of projects, tasks, goals, and portfolios, AI Teammates reflect our broader approach to innovation: helping organizations adopt new technology in ways that are practical, trusted, and aligned with how work is already managed across teams.

AI Teammates are designed to operate within existing access permissions and workflow structures, with opportunities for human review. By embedding AI directly into our system where work happens, we aim to help organizations deploy AI with greater context while maintaining the visibility and control that enterprise teams expect.



Product accessibility

Technology needs to work for everyone.

When we innovate to enable effortless cross-functional efficiency, we must also consider how we can empower teammates with disabilities by focusing on accessibility in our product.

Accessibility is central to how we design and build our product, and we maintain a dedicated team to oversee this. Through user research sessions with accessibility professionals and people with disabilities, we've gained a deep understanding of users' accessibility needs and apply those learnings in our product to make a better experience for assistive technology users.

Asana continues to strengthen how we engage customer-facing vendors on accessibility as part of our broader accessibility efforts.

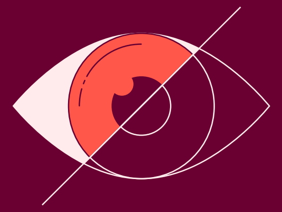
We are on a multiyear journey to bring our web app into conformance with Web Content Accessibility Guidelines 2.2 AA guidelines, with many fundamental user flows already conforming. This work includes embedding accessibility throughout our product design and development, using third-party accessibility review to assess representative core workflows documented in our Voluntary Product Accessibility Template and continuing ongoing accessibility improvements and maintenance.

Accessibility-focused features

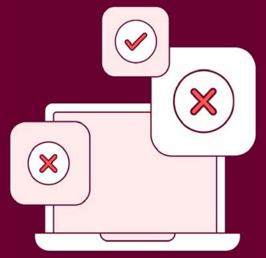
Our color-blind mode helps users with color-vision differences by remapping our color palette.

A majority of our fundamental features are navigable primarily by keyboard. We also test with assistive-technology users, including people who use screen readers, screen magnifiers, and alternative navigation.

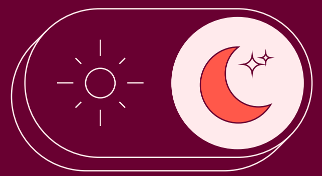
Our accessibility-focused features include:



Color-blind mode

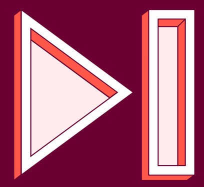


Confirmation pop-up management



Dark mode

Zoom level adjustments



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Technological resilience

Whether through disaster recovery planning or innovation for scalability, flexibility, and interoperability, we make sure resiliency is a core component of a reliable, trusted customer experience so organizations can focus on the work that matters most to their businesses.

Resilience framework

As a cloud-based SaaS platform, we are committed to helping our customers manage their work with the confidence of business continuity for their critical functions entrusted to Asana. We maintain disaster recovery plans and procedures that protect and maintain the integrity of customer data and vital technology infrastructure and systems in the event of a disaster.

We utilize a cloud platform provider and maintain a global network of data center locations. By leveraging several sites, our recovery procedures can quickly bring up nodes in an alternate location in the event of a single data center loss.

Dependable platform infrastructure

Asana is designed to scale as our customers do, helping reliably to orchestrate their work no matter what size their organizations are. This includes ensuring our infrastructure has all the attributes enterprises need to work efficiently. That's why we've built our platform to be scalable, reliable, and available.

Scalable

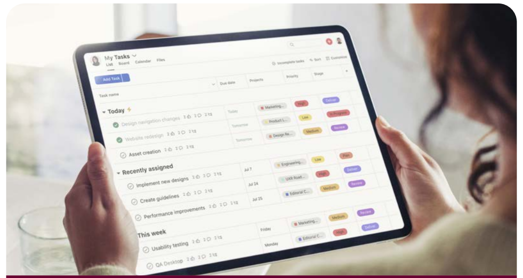
Our ability to scale means that, whether a startup or a multinational company, customers can benefit from the streamlining capabilities of Asana. Our architecture is highly scalable and easily adaptable to demand increases, which allows users to perform complex tasks very quickly without experiencing a degradation in performance.

Reliable

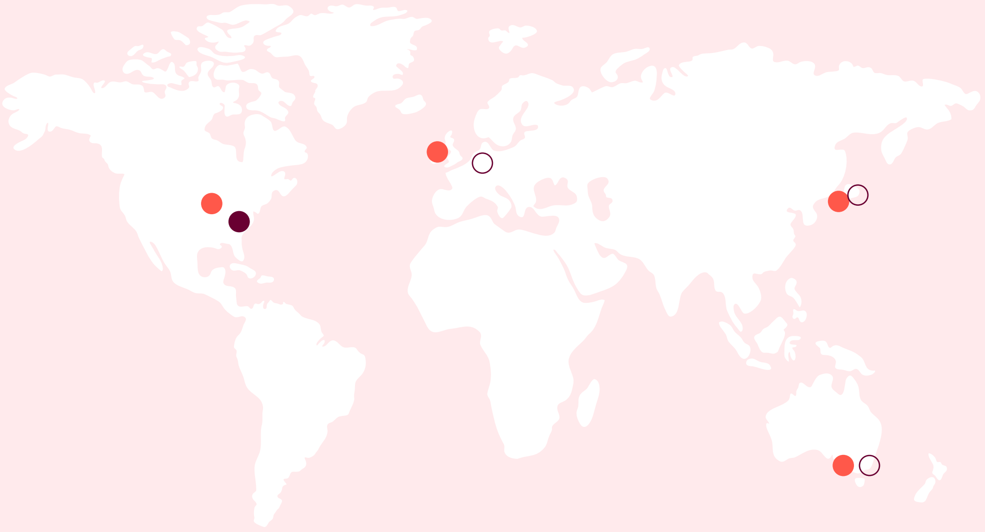
We replicate databases synchronously, enabling a quick recovery—usually in a matter of seconds—in the event of a specific database failure. To guard against a regional failure, we maintain regular snapshots of databases in a backup data center.

Available

Our customers work all around the world. To do their best work, they need access to fast answers and effective support. For our enterprise-tier customers, we commit to a 99.9% service availability level, with a status page that makes it easy to review uptime levels and announcements.



Where our data is stored



Primary data centers

Virginia, US

Additional data storage

Frankfurt, Germany
Sydney, Australia
Tokyo, Japan

Disaster recovery sites

Ohio, US (for US-based data)
Dublin, Ireland (for EU-based data)
Osaka, Japan (for Japan-based data)
Melbourne, Australia (for Australia-based data

Customer impact

Our customers' success is the clearest measure of our own, and we take pride in the role Asana plays in their biggest wins and positive impacts for the planet and their communities.

We are proud to highlight some customers in action to drive sustainable impacts.

E.ON Next

Advancing usage of the UK's renewable-powered grid

The UK's energy sector is undergoing a fundamental structural shift, with suppliers now expected to support customers not just in consuming energy but also in generating, storing, and managing energy.

E.ON Next, one of the UK's leading energy retailers, is working toward that future through its 2030 Strategy, a commitment to enabling homes and businesses to become active participants in a renewable-powered grid, including through accessible solutions like solar panels, heat pumps, and EV chargers. Executing on that strategy requires a go-to-market operation capable of coordinating complex, high-volume work across campaign planning, content production, regulatory review, and organizational prioritization without losing alignment or compliance discipline.

Asana serves as the operational layer that connects that execution. By centralizing request intake and campaign tracking on the Agentic Work Management platform, E.ON Next increased its go-to-market request capacity by 465%. Standardized intake forms ensure every campaign request links directly to strategic company pillars, while automated emergency workflows allow high-priority requests to be prioritized and actioned within 24 hours to ensure rapid time-to-market without compromising strict compliance checkpoints. The team built intelligent workflows that instantly analyze inbound requests, run an automated clarification loop with submitters to gather missing details, and generate the first version of project briefs—saving an estimated £6,000 per month in producer time. Additionally, E.ON Next also utilizes AI Studio to run an automated lessons-learned knowledge hub that instantly tags and categorizes institutional insights for company-wide discovery while leveraging AI to synthesize data-heavy stakeholder summaries for a portfolio of 40 to 50 active strategic initiatives. Together, these capabilities help E.ON Next focus more of its organizational capacity on the work that directly supports its energy-transition mission, rather than on the coordination overhead around it.

SmartICE

Growing Arctic climate change adaptation tools

SmartICE is an Indigenous-led social enterprise developing climate adaptation tools for Arctic communities across Canada. As climate change alters ice conditions with increasing unpredictability, access to reliable, near real-time ice data has become essential for community safety, travel, and subsistence activities like hunting and fishing. SmartICE collects and distributes this ice data, working with field operators embedded in remote Arctic communities that are often accessible only by snowmobile or small aircraft.

As the organization's reach expanded, coordinating field data collection, worker compensation, approvals, and planning across dozens of dispersed locations became difficult to manage through manual processes, resulting in long delays and a 50% rework rate on timesheets. SmartICE turned to Asana to bring structure and visibility to those workflows using our Agentic Work Management platform. Leveraging Asana AI Studio, SmartICE built an automated financial pipeline that connects simple field forms directly to centralized approval boards. Because many Inuit operators in remote regions lack corporate email accounts, the team used AI Studio to deploy smart workflows that automatically evaluate submitted data and generate personalized, text-based payment confirmations. This gives field workers instant, tangible proof that their critical climate monitoring hours have been securely recorded.

SmartICE now operates across 39 Arctic communities, up from 15 since beginning its journey with Asana. By embedding AI Studio into its core processes, SmartICE successfully absorbed a 35% increase in community volume without adding a single administrative role, slashed unit processing costs by 71%, and redirected $67,700 in net annual ROI directly back into supporting northern communities.

human-I-T

Reducing e-waste and expanding technology access

Human-I-T works at the intersection of two linked challenges: the accumulation of electronic waste (e-waste) and persistent gaps in digital access for underserved communities. The company accepts donated technology, refurbishes it through a structured multi-stage process, and distributes devices along with affordable internet connectivity to households that would otherwise go without. Community partners, including schools, senior centers, and grassroots nonprofits, submit requests for technology through a centralized intake process, which Human-I-T uses to match refurbished devices with the people and organizations that need them most.

To coordinate this highly complex operation at scale, Human-I-T uses Asana as its central operating system. Each piece of donated hardware is tracked in our Agentic Work Management platform through the entire asset life cycle, from initial collection to final delivery. By replacing manual spec sheets with automated intake workflows—utilizing Formstack and Zapier integrations to turn web inquiries directly into actionable Asana tasks—teams maintain real-time visibility over inventory across multiple warehouse locations. This unified platform bridges the gap between hardware tracking, logistics, external carrier communications, and partner request management.

This digitized operational architecture has unlocked historic scalability. With Asana, Human-I-T has diverted more than 15.1 million pounds of e-waste from landfills—more than doubling its diversion rate—while increasing the number of devices distributed annually by five times year over year. By dramatically reducing manual administrative overhead, the company has efficiently scaled its logistics infrastructure to connect over 37,000 people to the critical technology and digital tools they need to thrive.

VSP Vision

Delivering eye care to underserved communities

VSP Vision's Eyes of Hope program works to expand access to vision care in communities that may otherwise face significant barriers, providing free eye exams and glasses through mobile clinics operating across the US. The program serves populations where cost, geography, or systemic gaps limit access to basic eye care, with a focus on reaching underserved communities that are often the hardest to coordinate around logistically.

As Eyes of Hope has grown in scale and complexity, VSP Vision has used Asana to build a more centralized operating model for its mobile clinic work. Previously, clinic planning and logistics were managed across a fragmented set of spreadsheets, resulting in a 30% loss of potential clinic opportunities due to scheduling conflicts. By consolidating that work into our unified platform, VSP Vision's program and operations teams eliminated silos across more than a dozen stakeholder groups. Teams can now plan further in advance, coordinate seamlessly with PR and government affairs, and maintain a shared, real-time view of the national clinic calendar.

The result has been meaningful program growth. In 2025, Eyes of Hope achieved a 30% increase in events, delivering a record 83 mobile clinics and reaching over 8,000 people in underserved communities. The stronger operational infrastructure provided by Asana has allowed the VSP Vision team to manage this increasing volume without losing consistency. By reclaiming over 1,900 hours annually that were previously spent on manual coordination, the team can now redirect its energy back toward expanding the program's vital reach.

Asana enables organizations to achieve greater outcomes for people and the planet.

Community impact

Our mission-driven work is always at the core of our business.

Through our people and product, we support and connect organizations and individuals to elevate humanity for a better world. We maintain a dedicated nonprofits motion in our sales team to empower mission- and impact-driven organizations to make positive impacts in the communities where we operate and serve.

Holistic community support

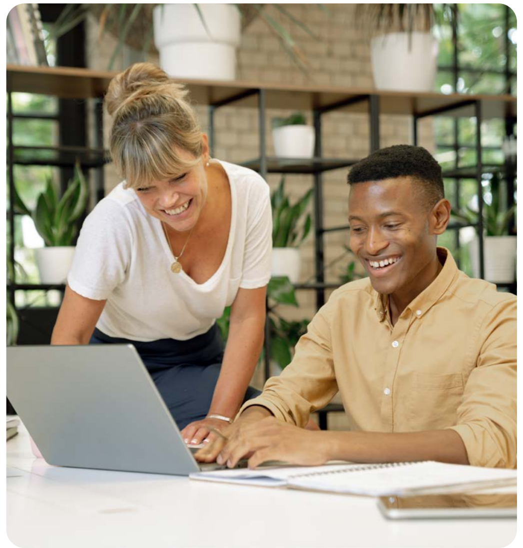
Offering product-led pro bono

Nonprofits are the passionate, boots-on-the-ground organizations that work every day to deliver positive impact for communities. We seek to power that work, providing nonprofits with economically accessible avenues to our product.

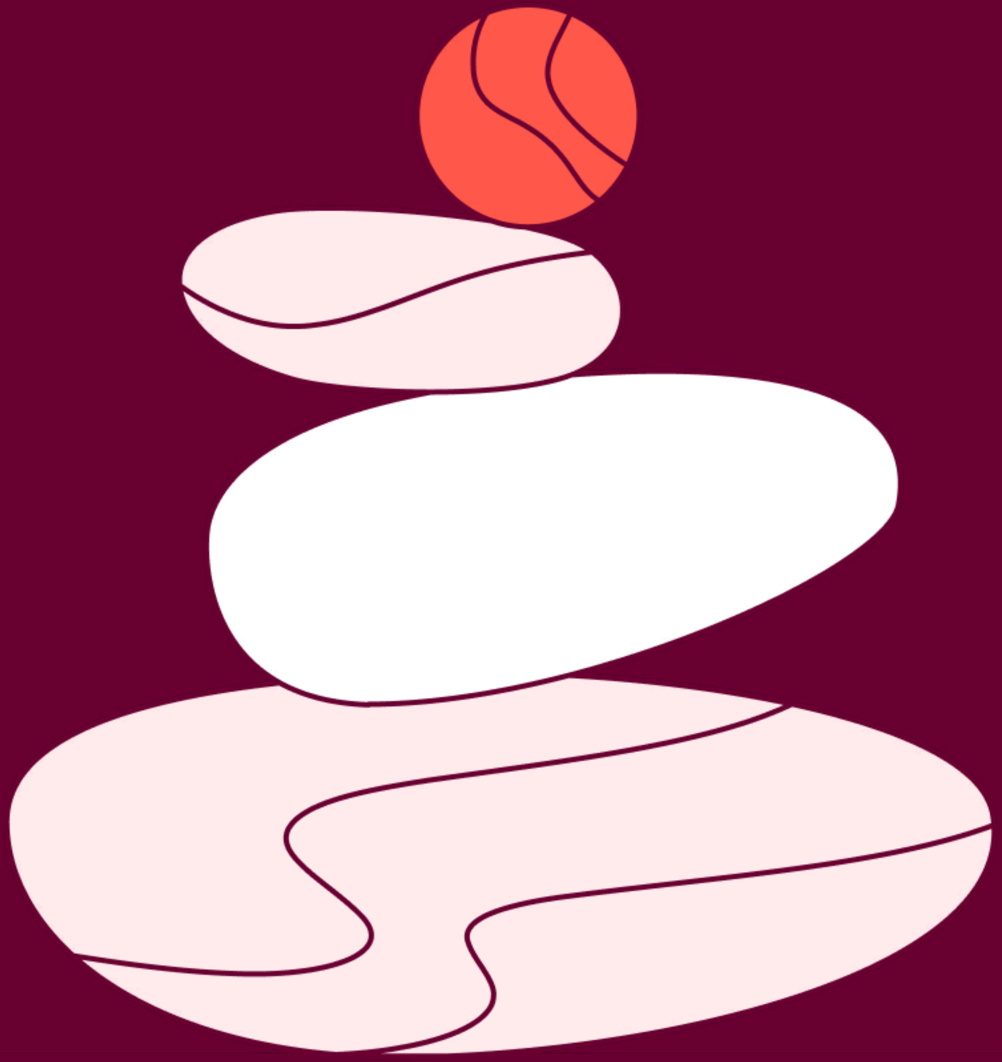
We also offer custom templates, specialized training on topics like fundraising and volunteer management, and a dedicated community forum for peers to share their experiences.

Powering next-generation changemakers

Today's young people are tomorrow's problem-solvers. Asana offers free licenses to students and discounts to educational institutions to help students and faculty reach their academic and organizational goals. We also provide necessary training at no charge to help them begin to efficiently manage complex tasks. Students can apply on our website.



Planet



Enabling innovation for a thriving planet

We are committed to reducing our environmental footprint by implementing clear, measurable sustainability practices across our company. We strive to lead by example by implementing a culture of responsibility that helps integrate sustainability into everything we do.

Asana's OS for human-agent teams enables our customers to work smarter, achieve their goals efficiently, and drive innovation that benefits our planet.

In this section

Climate impact

We take a strategic approach to measuring and managing our greenhouse gas (GHG) emissions so we can effectively manage our climate impact. In FY26, we assessed our climate-related risks, including both physical and transition risks. Based on those insights, we aligned our sustainability reporting with the recommendations of the Task Force on Climate-Related Financial Disclosures.

Strategy

We are conscious of our daily impact on the environment and take a mindful approach to facilities management, working hard to better understand our current carbon footprint. Cross-functional stakeholders throughout the company support this effort.

We annually conduct an inventory of our GHG emissions and continue to identify opportunities for reduction. Because our Scope 1 and 2 emissions represent a small share of our total footprint—4% in FY26—our strategy focuses primarily on managing Scope 3 emissions, which are largely driven by purchased goods and services, business travel, and employee commuting.

We partner with third-party cloud service and data center providers, which help us scale infrastructure efficiently and reduce our footprint. Our primary provider matches 100% of the electricity consumed across its data centers—including those supporting our operations—with renewable energy sources. Our primary providers have ambitious climate targets that align with our sustainability strategy.

We have been a carbon-neutral company every year since FY22.

This means we have purchased renewable energy certificates (RECs) and offsets covering Scope 1 and Scope 2 emissions, as well as business travel, employee commuting, and our use of third-party cloud services. We maintain 100% renewable energy coverage through the purchase of RECs for all leased office locations. For more detail on prior-year historical data, please see the Appendix.

Total energy consumption (GJ) changes year-over-year.

As our company has grown, we continue to purchase renewable energy credits for our leased office locations as part of our environmental commitment.

	2025	2026	Difference
Natural gas and district steam	1,111	2,202	+98%
Renewable electricity	13,545	11,792	-13%
Total	**14,656**	**13,993**	**-5%**

$35 million

reduction in 2 years

Capital goods emissions declined significantly in FY26, reflecting a sustained reduction in capital spending from **$38 million in FY24 to $3 million in FY26**, alongside improvements in data quality and reporting methodology.

Metrics[5]

Asana has been carbon neutral since FY22 and has used 100% renewable electricity through the purchase of renewable energy certificates (RECs) to cover electricity for all Scope 1 and 2 locations in our offices since FY23[6]. We intend to continue purchasing high-quality nature-based and technology-based offsets while we work to further reduce our emissions.

In FY26, our total Scope 1, 2, and 3 location-based GHG emissions were 21,886 MTCO2e. Our FY26 inventory reflects methodological improvements—including a shift from spend-based estimates to primary data for cloud services.

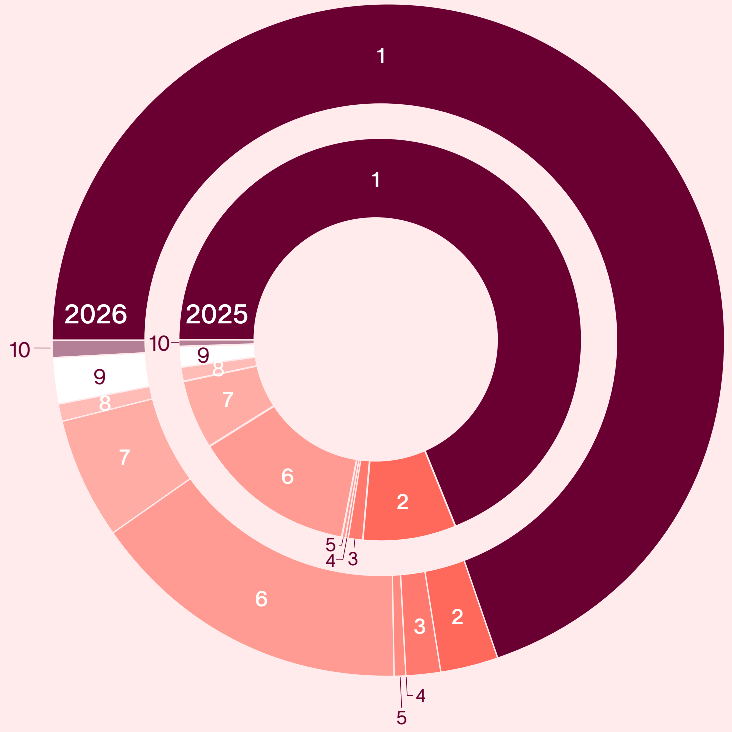
Our combined Scope 1 and 2 location-based emissions totaled 943 MTCO2e in FY26, representing 4% of our total footprint. Changes to our office portfolio, which reflects a smaller operating footprint than prior years, is a primary driver of year-over-year changes to our Scope 1 and 2 emissions.

In FY26, we expanded our use of primary data for key Scope 3 emissions categories, including cloud services, in place of prior spend-based estimates. These data quality improvements are reflected in the figures below. Scope 3 emissions represent 96% of our total footprint and totaled 20,943 MTCO2e in FY26. Purchased goods and services remained our largest Scope 3 category at 14,643 MTCO2e. Capital goods emissions declined significantly to 588 MTCO2e, reflecting a real multiyear reduction in capital spending. Business travel decreased by 272 MTCO2e year over year, based on primary data from our travel management platform.

5. The information contained herein includes a summary of certain calculations according to the Greenhouse Gas Protocol published by WRI and World Business Council for Sustainable Development. While the company has made every effort to ensure the accuracy of these calculations, the implementation of the methodology and the underlying data assumptions continue to evolve and improve each year. The company does not assume any obligation to update historical data for any reason, except as required by law.

6. Covering Scope 1, Scope 2, business travel, employee commuting, and third-party cloud services

Scope 3 emissions FY26 (t CO_2e)



1	Purchased goods and services	14,643	6	Business Travel	3,250
2	Capital goods	588	7	Employee Commuting	1,214
3	Fuel and energy-related activities	312	8	Upstream leased assets	205
4	Upstream transportation and distribution	36	9	Use of sold products	467
5	Waste generated in operations	103	10	Downstream leased assets	125

Total[7]: 20,943[8]

7. Excludes the following Scope 3 emissions which are immaterial or not applicable to Asana's FY26 footprint: (9) Downstream transportation and distribution; (10) Processing of sold products; (12) End of life treatment of sold products; (14) Franchise; and (15) Investments.

8. Inclusive of year-over-year updates aligning our FY26 footprint with the latest methodology.

Asana has been carbon neutral across select Scope 3 categories since FY22, and has purchased 100% renewable electricity for all leased offices since FY23.

For more detail on prior-year historical data, please see the Appendix.

Sustainable workplace

As a software company, we start with a relatively small operational footprint, but we're not stopping there. We've taken significant action across our company to reduce waste, eliminate plastic, and achieve some of the highest standards for building sustainability.

Sustainable buildings

The U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) standards represent the yardstick against which building sustainability is measured. Across our global offices, we have pursued green building credentials at multiple levels. Our Dublin office holds LEED Platinum certification—the highest tier available—and our San Francisco HQ carries LEED Gold certification, with a 2023 recertification score of 72 points and an Energy Star score of 89, well above the national average. In New York, we directly earned LEED certification for our commercial interior design and construction, reflecting our own commitment to sustainable workplaces independent of building-level credentials. Our Chicago and Vancouver offices are located in LEED Gold–certified buildings.

Beyond LEED, our global footprint reflects a range of recognized green standards. Our Tokyo office occupies a five-star DBJ Green Building–certified property; our Sydney office is in a building carrying a 5.5-star NABERS Energy base building rating, reflecting superior energy performance; our London office is in a building rated EPC B, outperforming the typical existing stock benchmark; and our Warsaw office is housed in a BREEAM Excellent–certified building, one of the highest ratings available under that standard.

Driving down employee commuter emissions

We recognize that finding the transport option that works for each individual and that also works for the planet is not always easy, so wherever we can, we look to lend a helping hand.

When we expand into new sites, we consider proximity to public transport to make sure employees can easily access mass transit options. When feasible, we subsidize the use of public transportation, and we offer monthly bicycle credits to people who ride to work and a micro-mobility benefit with discounts and subsidies for employees who opt for bike services.

The following Asana offices have been recognized for outstanding sustainability standards:

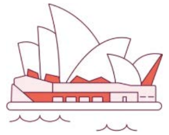

Chicago

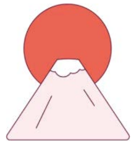

Dublin

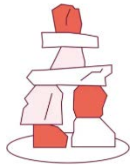

London


New York


San Francisco


Sydney


Tokyo


Vancouver

Reducing waste

When we look at end-of-life materials, packaging, and equipment, we don't see waste—we see possibilities for keeping valuable resources in use for as long as possible. That's why we look to divert waste from landfills wherever we can.

We have eliminated nearly all single-use plastic products and plastic wrappers from Asana-managed culinary operations globally. We use non-disposable dishware and cutlery and bulk bins for snack food, and we have replaced cans and bottles with keg systems for drinks.

In FY26, the Asana corporate HQ diverted approximately 447 tons of nonhazardous waste from landfills—an 85% diversion rate achieved through reuse, recycling, and composting programs. Of the waste diverted, approximately 72% was recycled, and 28% was composted. We are utilizing continuous improvement techniques to support our waste reduction goals and have looked to audits, educational tools, and visual aids to strengthen the efficacy of our program.

Electronics recycling

During FY26, we once again partnered with multiple local organizations, including Human-I-T, to donate hundreds of working devices and divert 2,360 pounds of electronic waste, including nonfunctional and damaged devices, cables, and keyboards. Devices that are beyond repair are stripped for assets, which are refurbished and incorporated into other machines. Working devices from our San Francisco HQ are donated to local communities in need, and devices collected elsewhere find a second home through refurbishment. Human-I-T uses its donations to help bridge the digital divide.

Conserving water

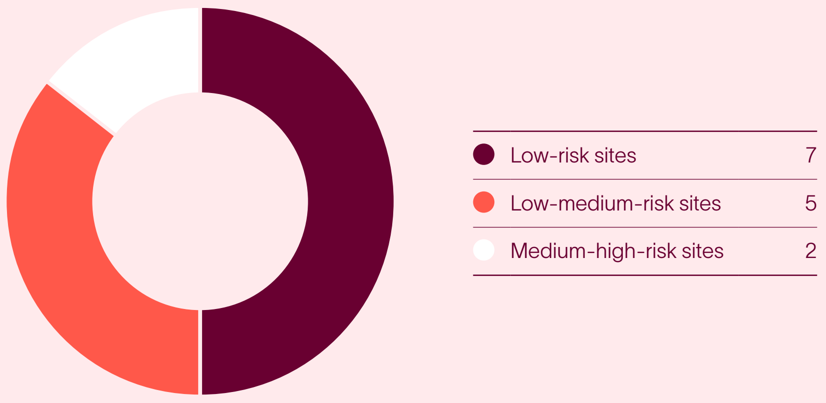
Across our operations, we seek opportunities to be responsible water stewards. We maintain a graywater reclamation system at the San Francisco HQ, which in FY26, helped us save 781,947 gallons of domestic water.

To help target our efforts and understand where the most significant water risks and opportunities lie, we have assessed our global water risks using the WRI Aqueduct Water Risk Atlas. The Atlas scores risk on a scale from 1 (lowest) to 5 (highest), and 12 of our 14 locations scored between zero and 2. The results of this assessment indicate that for the most part, Asana does not currently operate in regions of high water risk.

781,947
gallons saved
of domestic water via our San Francisco HQ's graywater reclamation system in FY26

85%
of nonhazardous waste diverted
from landfills in FY26—equivalent to nearly 900,000 pounds—through our reuse, recycling, and composting programs at San Francisco HQ

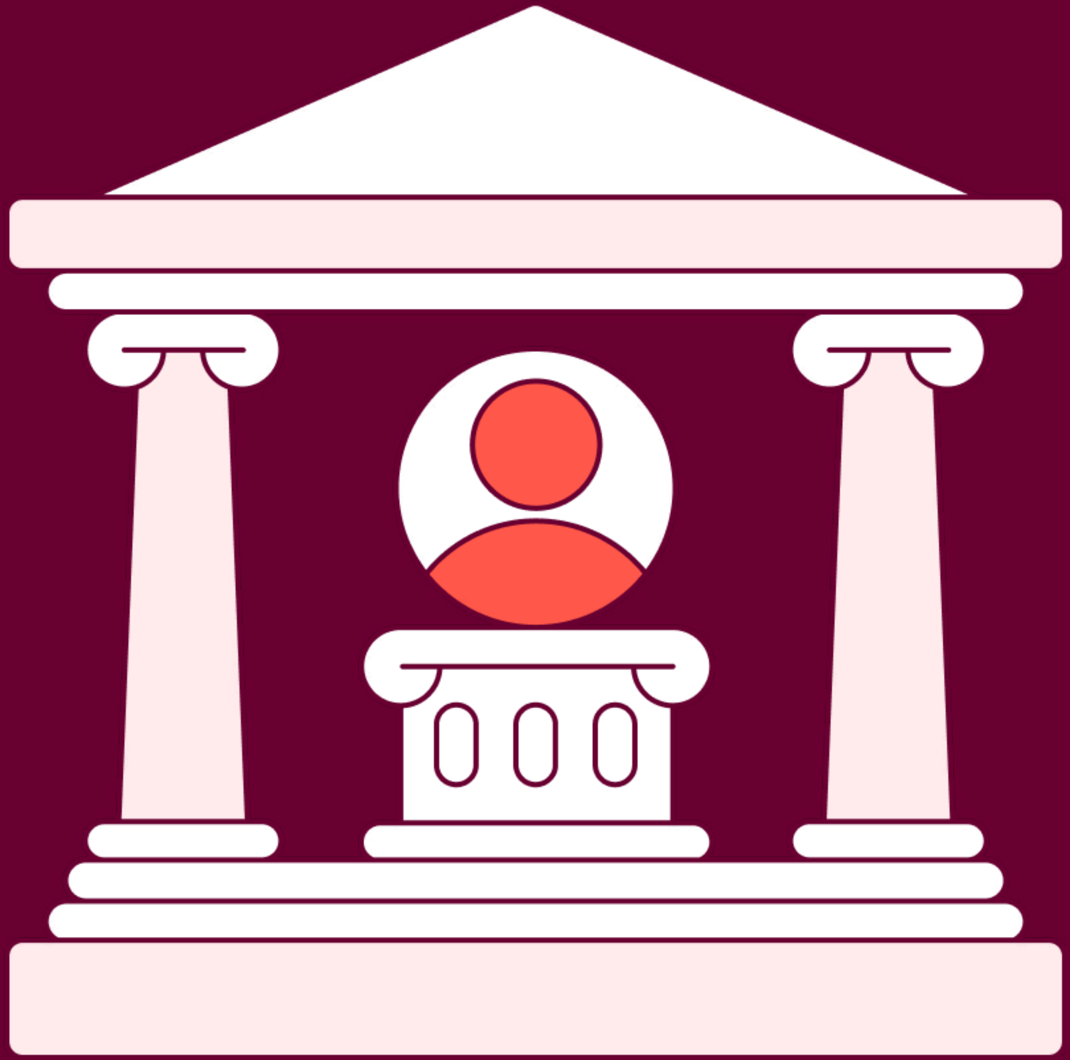
Asana operates in regions of low water risk



2,360
pounds of electronic waste diverted
by donating hundreds of working devices in partnership with local organizations

12 of 14
locations
scored between zero and 2 on the WRI Aqueduct Water Risk Atlas

Trust and Governance



Ensuring durability through trust

We are committed to strong corporate governance, ethical behavior, and responsible business practices that build trust and promote the long-term interests of our stakeholders. Integrity and trust form the foundation of our business operations, sustainability strategy, and sustainable customer relationships.

In this section

Ethics and integrity

We work with integrity, guided by a commitment to ethical practices across our company.

We encourage our people to be real, avoid conflicts of interest, keep confidential information confidential, and do great things fast—and fairly.

Compliance

Our Code of Conduct and Ethics ("Code") is embedded throughout the Asana employee life cycle—from new-hire orientation through every stage that follows. All employees are required to review and acknowledge, at onboarding and annually thereafter, our Code, Anti-corruption Policy, Insider Trading Policy, Acceptable Use Policy, and Information Security and Data Protection Policy. These policies live on our intranet and are available to Asanas 24/7. Together, these policies provide a framework under which Asanas can work together on our important mission.

All of our ethics and compliance policies are overseen by our Compliance Legal team and apply to all worldwide employees, directors, officers, and individuals serving as independent contractors of Asana.

A code to live by

We are committed to creating an ethical workplace, built on the principle of respect for our employees, customers, vendors, and other community members and stakeholders. Our Code defines what doing the right thing looks like at Asana.

Our Code contains guidelines for how to conduct our business with the highest standards for integrity and respect, including how to avoid actual or apparent conflicts of interest, how to comply with the law and Asana policies, and what to do if a potential violation occurs. It applies to all employees, contractors, and Board members, providing them with the tools necessary to identify and address potential violations in their roles.

Ethics helpline

Employees, job applicants, or candidates with ethics or compliance concerns can report them anonymously and confidentially through our dedicated, third-party managed helpline. The helpline is freely available globally at all hours of the day and can be reached online or through a toll-free number. We also have a centralized email intake system that's overseen and managed by dedicated members of our legal team so employees can get answers to their concerns and questions. High-importance concerns are escalated to our general counsel and, where appropriate, to the Audit Committee of the Board of Directors, who provide oversight and direction on investigation and resolution. Asana strictly prohibits retaliation against anyone who submits a good-faith report or participates in an investigation, and any claim of retaliation will be promptly investigated.

Preventing corruption

Our Anti-Corruption Policy formalizes the responsibility we have to hold ourselves accountable and operate our business with the highest level of integrity. It also clarifies the obligations all Asanas have under the anti-corruption laws we are subject to worldwide, including the U.S. Foreign Corrupt Practices Act.

All Asanas must ensure our Anti-Corruption Policy is followed in their respective departments and by the business partners and vendors for whom they are responsible, including our Board members. Asanas must complete a training on this policy annually and are expected to review and follow this policy in conjunction with our Code and Employee Handbook.

We extend these expectations to our suppliers through our Supplier Code of Conduct ("Supplier Code"), which all suppliers must agree to as a condition of doing business with Asana. The Supplier Code requires suppliers to comply with all applicable anti-corruption, anti-bribery, and anti–money laundering laws, prohibits the offer of bribes or inappropriate gifts to Asana employees or government officials, and explicitly bars suppliers from making political contributions on our behalf. Suppliers are required to promptly report any violations and must make compliance documentation available to Asana upon request. Supplier workers can also report concerns directly through our Ethics and Compliance Helpline. Failure to comply with the Supplier Code may constitute grounds for termination of the supplier relationship.

The four pillars of our Code

Be real: our commitment to each other

- Create equal opportunity for all.
- Create a harassment-free environment.
- Report discrimination or harassment.

Avoid conflicts of interest

- Base business decisions on the best interests of Asana, our stakeholders, and our mission.
- Don't use your position to benefit yourself at the expense of others or the company.

Keep confidential information confidential

- Protect confidential information at all times, including when shared with business partners.
- Secure data.
- Manage public communications and social media.

Do great things, fast ... and fairly, within legal boundaries

- Conduct business in line with legal and regulatory guidelines and in line with our own internal policies.

Risk management

Trust requires reliability. As our customers grow and their business needs become more complex, we are committed to scaling with them to help reliably support their growth.

Enterprise risk management

We ensure oversight of risk management exists at all levels of Asana. Our Board receives annual updates on enterprise risks, based on risk information collected from key stakeholders throughout the year. These updates include key risk drivers and mitigation activities.

Communicating critical concerns to the Board draws on input from executive management and may include results from our annual risk assessment.

Board Structure

Achieving our mission requires alignment, all the way to the very top. Our Board provides guidance and strategic oversight of our business. The Board has formed three committees to assist in its oversight function: the Audit Committee, the Compensation Committee, and the Nominating and Corporate Governance Committee.

We believe the structure of our Board and its committees, including the lead independent director's role, enables effective independent oversight of management and ensures the best interests of our stockholders.

Sustainability oversight and leadership

To achieve our mission and foster positive impacts for people and the planet alike, we believe we also need strong oversight of environmental, social, and governance matters. Our sustainability programming has been developed with oversight from the Board and management.

Board-level oversight

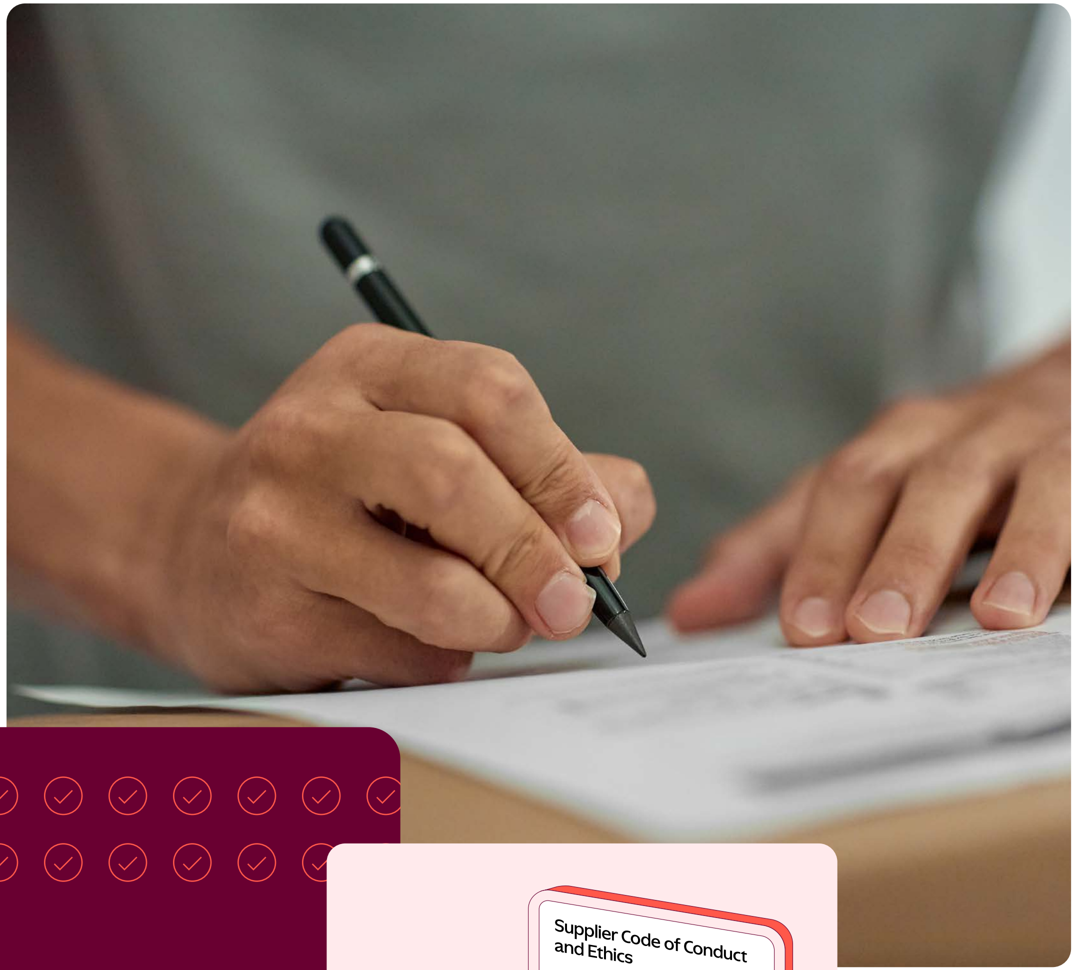
The Audit Committee is responsible for overseeing and making recommendations to management and the Board on issues including enterprise risk assessment and risk management, and it regularly reviews cybersecurity, privacy, and related regulatory and compliance matters.

The Nominating and Corporate Governance Committee is responsible for overseeing and making recommendations to management and the Board around sustainability-related matters, including corporate social responsibility, corporate governance, the environment, and public policy.

Programmatic management and collaboration

We also maintain a cross-functional Sustainability Steering Committee, who can provide insights and contributions on a range of environmental, corporate social responsibility, corporate governance, sustainability, and other public policy matters relevant to Asana, our business, and our key stakeholders, as needed.

Supply chain management



Since day one, we've been committed to doing things with integrity—to ensure our actions align with our intentions.

That includes maintaining an unwavering focus on respecting human rights for everyone in our business. It also includes engaging our stakeholders and partners to drive that same commitment throughout our global value chain.

Supplier Code of Conduct

Our Supplier Code of Conduct ("Supplier Code") details our expectations of all supply chain partners. The Supplier Code covers, among other topics, ethics, labor standards, and environmental sustainability. We categorize our suppliers as high risk or low risk and require that 100% of our high-risk suppliers sign our Supplier Code or provide their own that meets our requirements.

In order to safeguard our data, Asana has formal requirements for our third-party service providers and their processing of data. Please see Third-party data governance in this report for more information.

We expect our suppliers to uphold the same standards we do in relation to human rights and require that suppliers follow the International Labour Organization's standards on working time.

Protecting human rights across our value chain

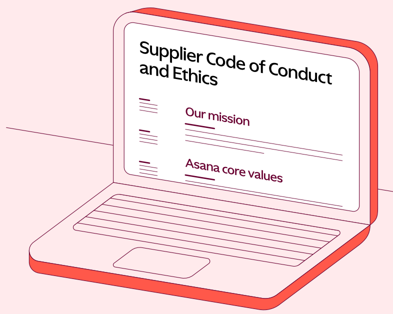
Asana recognizes and supports human rights and is committed to continuing to strengthen our efforts to combat modern slavery and forced labor in our operations and supply chain. While we are not at high risk for forced labor in our business, we recognize every operation comes with some inherent risk.

Throughout FY26, we continued screening vendors against global sanctions lists and other risk indicators to help identify potential modern slavery risk areas. By doing so, we aim to identify and assess potential risks and inform our response approach. We also delivered training to key employees on supply chain and modern slavery risk indicators and escalation steps.

Global trade compliance

Asana complies with, and operates within, the global regulations that surround the import and export of products, services, and technology. We screen our vendors, partners, and customers against restricted-party and other sanctions lists, respond to regulatory inquiries when received, monitor and maintain our controls, and train relevant personnel on applicable processes.

We expect our suppliers to uphold the same standards we do in relation to human rights.



Learn more about our supplier expectations in our Supplier Code of Conduct.

Privacy and security

We maintain a global privacy and security program designed to ensure Asana remains a name our customers love, value, and, above all, trust.

Our approach to security

We endeavor to earn and maintain customer trust through implementing robust measures that protect our customers' data. The Asana head of security is responsible for our security program, which comprises teams of security engineers and analysts across our corporate environment, product, and infrastructure.

The head of security presents regularly to the Board. Asana maintains a list of owners for each area of responsibility and security control.

Security safeguards

SOC 2 Type 2 audits
to regularly evaluate our information security program against the Trust Service Principles for security, availability, confidentiality, and privacy.

ISO 27001:2022 and ISO 27017:2015 certifications
to demonstrate our commitment to global security and privacy standards.

Encryption
of user data in transit and at rest.

Security and Privacy Awareness training
that employees complete as part of onboarding and annually thereafter.

Regular security assessments
of our product and infrastructure, including regular vulnerability scanning, annual third-party penetration tests, and a public bug bounty program.

Incident response program
which is designed to ensure that the security team triages, investigates, remediates, and reports on incidents.

Data Security Standards
which outline our commitments to protect customer data.

Our approach to data privacy and protection

Our global privacy program, designed to keep pace with the changing global privacy climate, is focused on facilitating privacy protections for customers' data, respecting customers' rights, ensuring compliance with global privacy and data protection laws and regulations, and demonstrating privacy compliance through third-party audits. The program is supported by employee awareness efforts and operational privacy reviews.

Our head of global privacy and data protection officer oversees compliance with global privacy laws, addresses data protection and privacy inquiries, and regularly presents to the Board. Privacy certifications, assessments, and policies are regularly considered by the Board and management as part of strategic planning and risk management oversight.

Respecting data rights

We believe in giving every user access to—and control over—their personal data. The EU's General Data Protection Regulation (GDPR) is the strongest data protection and privacy law in effect, establishing robust data rights for individuals in the entire European Economic Area and inspiring similar laws in other parts of the world. We have chosen to apply the rights granted by the GDPR—to access data, erase data, and opt out of data collection—to all of our customers worldwide, wherever they reside.

Enhanced privacy for healthcare customers

Our commitment to security and privacy allows us to offer enterprise-tier healthcare and healthcare-adjacent customers the option to use Asana in compliance with the U.S. Health Insurance Portability and Accountability Act (HIPAA). Asana empowers these enterprise customers with the services they need to maintain HIPAA compliance within our product, and customers who elect for this option in turn ensure their Asana domain is architected to support HIPAA compliance.

FedRAMP Certification

Asana has successfully achieved FedRAMP Certification (Class C), enabling us to serve the complex needs of enterprises in highly regulated industries and government agencies around the world. Asana is available to U.S. federal, state, and local government agencies, government contractors, educational institutions, and other organizations with federal security requirements. The authorization is listed on the FedRAMP Marketplace.[7]

Law enforcement requests

Asana may receive requests from U.S. or international law enforcement agencies about our customers. Asana complies with legally valid governmental requests. We communicate our policies around law enforcement requests in our Law Enforcement Guidelines, which include informing our customers and the public about requests we receive. We publish and maintain a Law Enforcement Transparency Report that is updated semiannually.

Learn more about how Asana earns trust through security, reliability, privacy, and compliance on our website and by reading our Privacy Commitment and Privacy Statement.[8]

7. Asana received FedRAMP Certification (Class C) on June 22, 2026, subsequent to the close of the FY26 reporting period (January 31, 2026), and is reflected here as it was publicly announced prior to the publication of this report.

8. The Privacy Statement applies to all free and paid customers of Asana as well as to other individuals who interact with Asana. This includes interactions with Asana via one of our web properties, events held by Asana, and other interactions with staff members of Asana in their official capacities, such as UI/UX studies or interactions with our sales team.

- CCPA
- CSA STAR
- EU-US-DPF
- FERPA
- GDPR
- GLBA
- HIPAA
- ISO 27001
- ISO 27001 SoA
- ISO 27017
- ISO 27018
- ISO 27701
- SOC 2
- SOC 3
- TX-RAMP
- VPAT

Third-party data governance

Asana has a formal process for reviewing third-party service providers and their processing of data, which facilitates contractual commitments to safeguard our data. The security, privacy, and IT teams perform vendor assessment reviews to assess risks related to security, privacy, availability, and confidentiality before bringing in new applications, tools, or suppliers.

All vendors who Asana shares data with undergo a risk assessment that includes reviewing third-party security attestations (e.g., SOC 2, ISO 27001) and a security and privacy questionnaire to determine if security and privacy controls meet or exceed industry standards. Additionally, these vendors must enter into a Data Processing Agreement to ensure they're contractually required to protect information and meet minimum requirements.

Our privacy practices take a global and customer-centric approach, focused on key areas including:

Privacy compliance terms

which are available for those in the US healthcare, finance, and education sectors.

Employee training

on a mix of privacy policies, data governance, and privacy best practices upon hire and at least annually thereafter.

Transparency in how we collect, process, and use personal data.

SOC 2 Type 2 and SOC 2 Type 2 + HIPPA audits

SOC 2 Type 2, including the privacy trust criteria, and SOC 2 Type 2 + HIPAA audits to regularly evaluate our privacy program against privacy trust criteria and the HIPAA Security Rule.

Privacy assessments

including reviews of third-party vendors and new product features.

Compliance with ISO 27018:2025 and ISO 27701:2019 certifications

which demonstrate our commitment to global privacy standards.

Data Processing Addendum

which outlines our contractual privacy obligations and facilitates the transfer of data globally by incorporating data privacy frameworks between the EU, UK, Switzerland, and the US, as well as applicable standard contractual clauses.

Appendix

Forward-looking statement

This report contains "forward-looking" statements that are based on management's beliefs and assumptions and on information currently available to management. Forward-looking statements include, but are not limited to, statements about Asana's sustainability goals, the integration of artificial intelligence ("AI") in our product, and adoption of AI by our customers. Forward-looking statements include all statements that are not historical facts and in some cases can be identified by terms such as "anticipate," "expect," "intend," "plan," "believe," "continue," "could," "potential," "remain," "may," "might," "will," "would," or similar expressions and the negatives of those terms. However, not all forward-looking statements contain these identifying words. Forward-looking statements involve known and unknown risks, uncertainties, and other factors, including factors beyond Asana's control, that may cause Asana's actual results, performance, or achievements to be materially different from any future results, performance, or achievements expressed or implied by the forward looking statements. Further information on risks that could cause actual results to differ materially from forecasted results are included in Asana's filings with the U.S. Securities and Exchange Commission. Any forward-looking statements contained in this report are based on assumptions that Asana believes to be reasonable as of this date. Except as required by law, Asana assumes no obligation to update these forward-looking statements, or to update the reasons if actual results differ materially from those anticipated in the forward-looking statements.

In this section

Global Reporting Initiative
(GRI Index)

Statement of Use	GRI 1 Used
Asana has reported the information cited in this GRI content index for the period February 1, 2025 through January 31, 2026 with reference to the GRI Standards.	GRI 1: Foundation 2021

GRI Standard	Disclosure	2026 Response/Location
GRI 2: General Disclosures 2021	**2-1 Organizational details**	
	a. Legal name	Asana, Inc.
	b. Nature of ownership and legal form	Asana, Inc. is a Delaware corporation whose shares are publicly traded.
	c. Location of headquarters	633 Folsom St, Suite 100, San Francisco, CA 94107
	d. Countries of operation	Asana around the world
	2-2 Entities included in the organization's sustainability reporting	
	a. List of entities	Form 10-K (List of subsidiaries)
	b. Difference in reported lists	N/A
	c. Consolidation of Information	We present both our financials and our sustainability data on a consolidated basis.

GRI Standard	Disclosure	2026 Response/Location
GRI 2: General Disclosures 2021	**2-3 Reporting period, frequency, and contract point**	
	a. Reporting period and frequency of sustainability reporting	February 1, 2025 - January 31, 2026. Our Sustainability Report is published annually.
	b. Reporting period of financial reporting	February 1, 2025 - January 31, 2026
	c. Publication day of this report	August 26, 2026
	d. Contact point for questions about this report	ir@asana.com
	2-4 Restatements of information	
	a. Report restatements of information	Asana's FY26 total Scope 3 emissions calculation includes all categories of inventory except for those which are immaterial or not applicable to Asana's FY26 footprint.
	2-5 External assurance	
	a. Policy and practice	Risk management
	2-6 Activities, value chain and other business relationships	
	a. Active sectors	Form 10-K
	b. Value chain	

GRI Standard	Disclosure	2026 Response/Location
GRI 2: General Disclosures 2021	c. Other business relationships d. Significant changes in reporting period	Form 10-K
	2-7 Employees	
	a. Total number of employees including gender and region	Headcount at Jan 31, 2026: 1,767 of which approximately 64% were located in the United States and 36% were located internationally
	2-9 Governance structure and composition	
	a. Governance structure b. Committees of highest governance body c. Composition of highest governance body	Proxy (Board of Directors and Corporate Governance) Proxy (Board and Stockholder Meetings and Committees) Corporate Governance Guidelines Risk management
	2-10 Nomination and selection of the higest governance body	
	a. Nomination and selection process b. Criteria for nomination and selection	Proxy (Board of Directors and Corporate Governance) Corporate Governance Guidelines
	2-11 Chair of the highest governance body	
	a. Chair and senior executive of organization	Dustin Moskovitz is Chairman of the Board of Directors and served as Chief Executive Officer until July 21, 2025, when Dan Rogers was appointed Chief Executive Officer.

GRI Standard	Disclosure	2026 Response/Location
GRI 2: General Disclosures 2021	b. Chair and senior executive function	Asana's Corporate Governance Guidelines provide that if the Chairman of our Board of Directors is not an independent director, Asana's independent directors will designate one of the independent directors to serve as Lead Independent Director. Mr. Moskovitz served as Asana's Chairman and CEO through July 21, 2025, at which point he stepped down as CEO while remaining Chairman of the Board. Because Mr. Moskovitz is not an independent director, the Board of Directors, including the independent directors, has appointed Lorrie Norrington to serve as our Lead Independent Director for FY26. See Proxy (Board of Directors and Corporate Governance) for additional information.
	2-12 Role of the highest governance body in overseeing the management of impacts	
	a. Sustainable development b. Due diligence c. Effectiveness of processes	Our sustainability approach Trust and Governance Corporate Governance Guidelines Proxy Statement Policies and Procedures for Stockholder Communications to Independent Directors
	2-13 Delegation of responsibility for managing impacts	
	a. Delegating responsibility	Our sustainability approach Our culture Trust and Governance

GRI Standard	Disclosure	2026 Response/Location
GRI 2: General Disclosures 2021	b. Process and frequency	Proxy Statement (Corporate Responsibility and Sustainability)
	2-14 Role of the highest governance body in sustainability reporting	
	a. Reviewing and approving information	Our sustainability approach Risk management
	2-15 Conflicts of interest	
	a. Process for prevention and mitigation	Code of Conduct and Ethics
	b. Disclosure to stakeholders	Proxy (Board of Directors and Corporate Governance)
	2-16 Communication of critical concerns	
	a. Communication process	Code of Conduct and Ethics Ethics and integrity Policies and Procedures for Stockholder Communications to Independent Directors
	2-17 Collective knowledge of the highest governance body	
	a. Measures to advance sustainable development	Our sustainability approach Risk management
	2-18 Evaluation of the performance of the highest governance body	
	a. Processes for evaluating performance	Proxy (Board of Directors and Corporate Governance) Nominating and Corporate Governance Committee Charter
	b. Independent evaluations	
	c. Actions in response to evaluations	

GRI Standard	Disclosure	2026 Response/Location
GRI 2: General Disclosures 2021	**2-19 Remuneration policies**	
	a. Describe policies	Proxy (Non-Employee Director Compensation) Proxy (Executive Compensation)
	b. Policies relation to objective and performance	
	2-20 Process to determine remuneration	
	a. Process for designing remuneration	Proxy (Non-Employee Director Compensation) Proxy (Executive Compensation)
	b. Voting on remuneration policies	
	2-21 Annual total compensation ratio	
	a. Ratio of employee annual total compensation	Proxy (CEO Pay Ratio)
	b. Increase in employee annual compensation	
	c. Contextual information	
	2-22 Statement on sustainable development strategy	
	a. Statement on sustainable development	A letter from our CEO
	2-23 Policy commitments	
	a. Responsible business conduct	Ethics and integrity Code of Conduct and Ethics Supply chain management Supplier Code of Conduct and Ethics
	b. Human rights	
	c. Links to policy commitments	
	d. Approval of policy commitments	
	e. Applicability to business relationships	
	f. Communication of policy commitments	

GRI Standard	Disclosure	2026 Response/Location
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	
	a. Process for embedding policy commitments	Ethics and integrity
	2-25 Processes to remediate negative impacts	
	a. Describe commitments	Ethics and integrity Code of Conduct and Ethics Supplier Code of Conduct and Ethics
	b. Grievance mechanisms	
	c. Other processes	
	d. Stakeholder involvement	
	e. Effectiveness	
	2-26 Mechanisms for seeking advice and raising concerns	
	a. Describe mechanisms for seeking advice and raising concerns	Ethics and integrity Code of Conduct and Ethics
	2-27 Compliance with laws and regulations	
	a. Instances of non-compliance	Not applicable. In FY26, Asana did not have any significant instances of non-compliance with laws.
	b. Total number and monetary value for instances of non-compliance	
	c. Significant instances of non-compliance	
	d. Determining instances of non-compliance	
	2-28 Membership associations	
	a. Report membership associations	Business Software Alliance
	2-29 Approach to stakeholder engagement	
	a. Describe approach to engaging with stakeholders	Our sustainability approach

GRI Standard	Disclosure	2026 Response/Location
GRI 3: Material Topics 2021	3-1 Process to determine material topics	
	a. Describe processes	Our sustainability approach
	b. Stakeholders and experts	
	3-2 List of material topics	
	a. List of material topics	Our sustainability approach
	b. Changes to list of material topics	
	3-3 Management of material topics	
	a. Actual and potential impacts	Our sustainability approach
	b. Negative impacts	
	c. Policies or commitments	
	d. Actions taken	
	e. Effectiveness of actions	
	f. Engagement with stakeholders	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	
	a. Direct economic value generated and distributed	Form 10-K
	b. Report by country, regional, or market levels	
	201-2 Financial implications and other risks and opportunities due to climate change	
	a. Risks and opportunities posed by climate change	Climate impact

GRI Standard	Disclosure	2026 Response/Location
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	
	a. Value of liabilities	Proxy Statement (401(k) Plan, ESPP, Other Employee Benefits)
	b. Separate fund to pay pension liabilities	
	c. Explain strategy toward full coverage	
	d. Percentage of salary contributed by employee or employer	
	e. Level of participation in retirement plans	86%
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	
	a. Total number and percentage	Ethics and integrity
	b. Risks related to corruption	
	205-2 Communication and training about anti-corruption policies and procedures	
	a. Total number and percentage of governance body members (policies and procedures communicated to)	Asana's Anti-Corruption Policy has been communicated to 100% of the governance body and 100% of employees. Asana employees receive annual training on Asana's Anti-Corruption Policy. Asana's Supplier Code of Conduct and Ethics requires our business partners to abide by anti-corruption laws.
	b. Total number and percentage of employees (policies and procedures communicated to)	
	c. Total number and percentage of business partners (policies and procedures communicated to)	
	d. Total number and percentage of governance body members that have received training	
	e. Total number and percentage of employees that have received training	

GRI Standard	Disclosure	2026 Response/Location
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	
	a. Number of legal actions pending or completed	No material actions.
	b. Main outcomes of completed legal actions	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Footprint Data Index
	302-2 Energy consumption outside of the organization	Environmental Footprint Data Index
	302-3 Energy intensity	
	a. Energy intensity ratio	Environmental Footprint Data Index
	302-4 Reduction of energy consumption	Climate impact
	302-5 Reductions in energy requirements	Environmental Footprint Data Index
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	106 (mT CO_2e)
	305-2 Energy indirect (Scope 2) GHG emissions	837 (mT CO_2e) (location-based), 0 (market based)
	305-3 Other indirect (Scope 3) GHG emissions	20,943 (mT CO_2e)
	Category 1—Purchased goods and services	14,643 (mT CO_2e)
	Category 2—Capital goods	588 (mT CO_2e)
	Category 3—Fuel and energy-related activities	312 (mT CO_2e)
	Category 4—Upstream transportation and distribution	36 (mT CO_2e)

GRI Standard	Disclosure	2026 Response/Location
GRI 305: Emissions 2016	Category 5—Waste generated in operations	103 (mT CO_2e)
	Category 6—Business travel	3,250 (mT CO_2e)
	Category 7—Employee commuting	1,214 (mT CO_2e)
	Category 8—Upstream leased assets	205 (mT CO_2e)
	Category 11—Use of sold products	467 (mT CO_2e)
	Category 13—Downstream leased assets	125 (mT CO_2e)
	305-4 GHG emissions intensity	Environmental Footprint Data Index
	305-5 Reduction of GHG emissions	Environmental Footprint Data Index
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits and well-being
	401-3 Parental leave	Benefits and well-being
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Approximately 4.5 hours per employee
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning and development
	404-3 Percentage of employees receiving regular performance and career development reviews	98.6%
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Asana does not publicly disclose this information.

Sustainability Accounting Standards Board (SASB Index)

Topic	SASB Code	Metric	2026 Response/Location
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Environmental Footprint Data Index Asana has been carbon neutral since FY22 and has used 100% renewable electricity through the purchase of RECs to cover electricity for all Scope 1 and 2 locations in our offices since FY23.
	TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Asana does not currently publicly disclose this information.
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data centre needs	Climate impact
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to targeted advertising and user privacy	Privacy and security
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	Asana does not use user information for reasons other than those described in our customer agreements and our Privacy Statement.

Topic	SASB Code	Metric	2026 Response/Location
Data Privacy & Freedom of Expression	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Asana has not incurred any monetary loss as a result of legal proceedings associated with user privacy.
	TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Law Enforcement Transparency Report
	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	The United States, along with other countries, has export control and economic sanction regulations in place that prohibit the export of certain goods and services, which means that Asana is not currently able to provide access to its platform or provide other products and services to individuals and companies located in the following embargoed countries and regions: Cuba, Iran, North Korea, Syria, the Crimea, Donetsk, or Luhansk regions of Ukraine. Asana complies with US regulations related to embargoed countries and regions. More information is available on Asana's Global Trade Compliance page here.

Topic	SASB Code	Metric	2026 Response/Location
Data Security	TC-SI-230a.1	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	Over the last three fiscal years (FY 2023–FY2026), Asana has experienced: 1) 0 reportable data breaches 2) N/A 3) N/A
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Privacy and security Privacy Statement
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	Percentage of employees that require a work visa	Asana does not currently publicly disclose this information.
	TC-SI-330a.2	Employee engagement as a percentage	Each year, Asana conducts two company-wide engagement surveys. The participation percentage for each survey is: July 2025 - 85% December 2025 - 81%
Intellectual Property Protection & Competitive Behaviour	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	Asana has not incurred any monetary loss as a result of legal proceedings associated with anti-competitive behaviour regulations

Topic	SASB Code	Metric	2026 Response/Location
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Asana provides details on its current and historic reliability at https://status.asana.com.
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Form 10-K
Activity Metrics	TC-SI-000.A	(1) Number of licenses or subscriptions, (2) percentage cloud-based	1) Asana has over 180,000 paid subscription plans. 2) 100% cloud-based
	TC-SI-000.B	(1) Data processing capacity, (2) percentage outsourced	1) N/A as Asana outsources 100% of our data-processing capacity 2) 100% outsourced
	TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	1) Amount of data storage measured in February 2026: – Approximately 5.7 petabytes excluding backups – Approximately 11 petabytes including backups 2) 100% outsourced

Task Force on Climate-related Financial Disclosures

(TCFD Index)

This index provides information on Asana's alignment with the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD").

Governance

TCFD Recommendation	2026 Response
a) Describe the board's oversight of climate-related risks and opportunities.	The Nominating and Governance Committee is responsible for oversight of ESG-related matters such as corporate social responsibility, corporate governance, the environment, sustainability, and public policy matters relevant to the Company, its business, and its key stakeholders. The Committee reviews Asana's approach to ESG matters twice annually.
b) Describe management's role in assessing and managing climate-related risks and opportunities.	At Asana, the ESG Steering Committee plays a key role in assessing and managing climate-related risks and opportunities. This committee reviews and provides direction on environmental, social, and governance (ESG) matters, ensuring that the company is able to align its operations with sustainable practices in line with our business objectives. This committee includes key leaders from multiple functions of the company including Finance, Legal, Research and Development, Marketing and Communications, and People. The Asana Corporate Legal team reports to the ESG Steering Committee on ESG matters including, as relevant, analysis and discussion of climate-related risks and opportunities.

Strategy

TCFD Recommendation	2026 Response
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	In 2025, Asana's Corporate Legal function conducted a climate risk assessment to evaluate the physical and transition risks and opportunities facing the business. We assessed risks and opportunities over three time horizons. For physical risks, time frames align with climate science: short-term (1 year), medium-term (10 years), and long-term (30 years). For transition risks and opportunities, we defined the following time frames: short-term (0–3 years), medium-term (3–10 years), and long-term (50+ years). **Physical Risks** Physical risks are risks resulting from climate change due to extreme weather or other specific events (acute) or longer-term shifts in climate patterns (chronic). For this assessment, we leveraged an enterprise climate risk management ("ECRM") software to review the risks from hazards such as wildfire, flood, and heat to our offices, employees, and data centers in the United States, the United Kingdom, and Ireland. We utilized three Shared Socioeconomic Pathways ("SSP") scenarios developed by the Intergovernmental Panel on Climate Change ("IPCC"): a best case projection, SSP1-2.6, a middle-of-the-road projection, SSP3-7.0 and a worst-case projection, SSP5-8.5. These scenarios depict future climate pathways where ("GHG") emissions could lead to global temperature increases of approximately 1.7°C, 3.6°C, and 4.4°C by 2100, respectively. **Transition Risks and Opportunities** Transition risks are risks relating to the transition to a low-carbon economy, which may include new or changes in existing policy, legal, technology, market, and/or reputation risks. Transition opportunities include resource efficiency, energy source, markets, resilience, and products and services. For this assessment, we again leveraged our ECRM software, and the subject matter experts ("SMEs") at that company, for an initial scan. The SMEs used the software to highlight transition risks and opportunities most likely to impact us and ranked them based on likely time horizons and possible impacts. Our team then reviewed all of these risks and opportunities and adjusted the scores based on our understanding of our business and materiality thresholds. We will continue to monitor and reevaluate these risks and opportunities on a regular basis, and will incorporate any material findings into our business continuity and enterprise risk management planning. Our assessment indicates that the physical and transition risks of climate change are not currently material to our business. However, we anticipate that the short, medium, and long-term impacts of climate change will be systemic across all industries and geographies, and that the transition to a sustainable economy may provide opportunities for every industry, including software.

Risk or Opportunity	Title	Description	Type	Time Horizon	Impact	Likelihood
Transition Risk	Inconsistent Climate Policies Across Jurisdictions	Differing regulations across multiple regions may result in regulatory complexity, higher compliance burdens, and market uncertainty.	Policy And Legal	Short Term	Low	Medium
Physical Risk	Employee Safety Risks Leading to Business Continuity Disruption	Increased acute weather events such as wildfires and floods could damage offices and impact employees' ability to work from home.	Acute	Short Term	Medium	Medium

Strategy

TCFD Recommendation	2026 Response
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	(see table below)

Risk or Opportunity	Title	Description	Type	Time Horizon	Impact	Likelihood
Opportunity	Increased Ability to Attract and Retain Talent	Sustainability initiatives have the potential to improve employee health, wellness, resilience, engagement, recruiting and retention.	Market	Short Term	Low	High
Opportunity	Increased Revenue from Climate-Conscious Enterprise Customers	Increased revenue from positive stakeholder perceptions due to alignment with sustainability best practices (e.g., setting science-based targets, committing to be carbon neutral, aligning with TCFD)	Market	Short Term	Low	Medium

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

Our climate risk identification and assessment process is performed by the Corporate Legal team using an enterprise risk management software platform. At this time, we have not identified near-term climate-related risks with the potential to have a substantive financial or strategic impact on our business.

Through this analysis, Asana was able to explore the plausible future impacts of physical and transition across a range of scenarios. This assessment reinforced some of our existing strategy and, as we integrate this assessment further into our business, may guide future strategies.

Business Operations

Energy Efficiency and Carbon Neutrality:
Asana has maintained carbon neutrality since 2022 and uses 100% renewable electricity in its offices. By reducing office energy use (for instance, optimizing energy consumption during non-working hours and leveraging AWS data centers that scale dynamically), the company minimizes its emissions. This helps lower operational costs and mitigate risks associated with energy price volatility and potential regulatory changes on carbon emissions.

Sustainable buildings:
Many of our offices have achieved various levels of green building certification, which typically have reduced operational costs and often deliver employee health and productivity benefits.

Risk Management for Indirect Emissions:
While Asana's direct emissions are low, the company is proactive in managing indirect impacts, such as those from employee commute and business travel. These measures ensure that unexpected cost increases or regulatory impacts (like carbon pricing) are identified early and integrated into operational planning, and helps us capitalize on the opportunity of using sustainability as a reputational advantage in recruiting. When we expand into new sites, we consider proximity to public transport links to make sure employees can easily access mass transit options. Where feasible, we subsidize costs for employees who choose to use public transportation. We also offer monthly bicycle credits to people who ride to work and a micro-mobility benefit with discounts and subsidies for employees who opt for bike services.

R&D for Low-Emissions Innovations:
Asana leverages its work management platform and associated technologies (like AI-enhanced capabilities) to streamline internal operations and to enable customers to achieve their own sustainability goals. Through our business Asana creates opportunities for new product features that help all Asana customers operate more efficiently.

Strategy

TCFD Recommendation	2026 Response
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Asana aims to establish a baseline understanding of how the uncertainty of climate change and societal response will impact our future. Asana conducted a climate-related risk assessment that involved our ECRM software, support from external subject matter experts at our software provider, and internal conversations with leaders across the business. This process provided the insights required to understand Asana's exposure to climate related impacts. Asana's ECRM software tool was used to conduct a scenario analysis for physical risks such as wildfire, flood, and heat across multiple time horizons (1, 10, and 30 years) and climate scenarios (SSP 1, SSP 3, SSP 5). Leveraging this tool we were able to conduct an initial assessment of risk areas for deeper exploration and evaluation. Our scenario analyses allow Asana to test the adaptability and resilience of our strategy in the face of climate change and enables our organization to more confidently establish a climate resilient strategy. As we continue to integrate these insights into our risk management process and improve our stress-testing and risk quantification, we'll continue to gain insights that will help us manage our climate-related financial risks.

Risk Management

TCFD Recommendation	2026 Response
a) Describe the organization's processes for identifying and assessing climate-related risks.	At Asana, we use a structured and data-driven approach to identify and assess climate-related risks, ensuring alignment with our strategic goals and regulatory expectations. In 2025, we conducted a comprehensive climate risk assessment focusing on both transition and physical risks to our offices, employees, and data centers in the United States. To evaluate physical risks, we leveraged the physical risk modeling tools of our ECRM software to assess the impact of hazards such as wildfire, flood, and heat. The assessment included analysis under three climate scenarios: **SSP1:** Aligned with a 1.7°C warming pathway, representing a low-emission, sustainable future. **SSP3:** Aligned with a 3.6°C warming pathway, representing a business as usual, future characterized by fragmented development and regional competition. **SSP5:** Associated with a 4.4°C warming pathway by 2100, representing a high-emission, fossil-fuel-driven future. We analyzed physical risks across three time horizons: **Short term:** 1 Year **Medium term:** 10 Years **Long term:** 30 Years

Risk Management (continued)

TCFD Recommendation	2026 Response
a) Describe the organization's processes for identifying and assessing climate-related risks.	To assess transition risks and opportunities we leveraged our enterprise climate risk management software. The software, with oversight from subject matter experts, assessed relevant transition risks and opportunities based on their time horizons and likely impact. Our team then reviewed all of these risks and opportunities, adjusted the scores based on our understanding of our business and materiality thresholds, and made plans to more deeply review the highest risk findings. We then conducted a deeper assessment of policy and legal risk to determine the potential impacts associated with new and emerging climate risk policies. We used our ECRM software to assess over 200 climate-related regulations around the world, reviewing both existing laws and proposed bills. For each, the software assessed applicability to Asana, and the potential costs of non-compliance. This proactive approach ensures we remain resilient and prepared for a range of potential climate futures.
b) Describe the organization's processes for managing climate-related risks.	We use our ECRM software to monitor physical and transition climate risks to our business. Key identified risks are shared with members of our ESG Steering Committee, and material risks would be brought to our Nominating and Governance Committee.
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	The effective management of enterprise risks is reported to the Board of Directors based on risk information collected from key stakeholders throughout the year. This risk report is presented by the Head of Internal Audit & SOX and includes top of mind enterprise risks, including ESG risks, showing inherent and residual scoring as well as key risk drivers and their mitigations. We also conduct specific risk assessments for climate-related risks via a separate process. As described previously, we use a ECRM software to monitor developing physical and transition climate risks. If a material climate-related risk was identified through either process, our Committees and Board members would discuss such risks, including with the applicable risk owners, and the management or mitigation of such risk.

Metrics and Targets

TCFD Recommendation	2026 Response
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	We monitor our carbon emissions by conducting an annual inventory of our GHG emissions, covering our global Scope 1, 2, and 3 emissions. We track energy intensity per $1M revenue generated and GHG emissions intensity per $1M revenue generated as key metrics. To assess our physical risk, we track the percentage of employees, data centers, and offices located in high-risk areas from hazards such as wildfires, floods, and heat waves using our ECRM software.
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	We share our metrics and progress against our targets in our Asana Sustainability Report. Our most recent emissions for fiscal year 2026 are available in our Environmental Footprint Data Index. We will continue to measure, assure, and publicly disclose an annual GHG inventory, working to achieve improvements in data quality each year.
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Asana is committed to operating as a carbon-neutral company. This includes our direct emissions, covering Scopes 1 and 2, as well as certain indirect Scope 3 emissions, such as those from business travel, employee commuting, and outsourced data centers. We have achieved carbon neutrality since 2022 and continue to work on maintaining this status while implementing more effective ways of reducing emissions. Asana uses Amazon Web Services ("AWS") data centers, which contribute to reducing our carbon footprint by dynamically scaling use according to present needs. AWS itself has set a goal to reach net zero by 2025, helping to reduce Scope 3 emissions associated with Asana's operations.

Environmental Footprint Data Index

Greenhouse gas emissions (mt CO_2e)

	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026
Scope 1	285	239	243	289	106
Scope 2 (location-based)	677	955	660	921	837
Scope 2 (market-based)	0	254	0	9	0
Scope 3 total	35,594	24,181	30,289	26,745	20,943
Purchased goods and services	17,223	18,182	14,340	18,440	14,643
Capital goods	10,673	1,118	7,672	2,005	588
Fuel and energy-related activities	371	470	355	369.75	312
Upstream transportation and distribution	299	68	390	32	36
Waste generated in operations	39	166	110	64	103
Business travel	52	2,075	4,934	3,522	3,250
Employee commuting	1,105	1,862	2,109	1,430	1,214
Upstream leased assets[1]	0	0	0	334	205
Use of sold products[2]	0	240	379	449	467
Downstream leased assets[3]	0	0	73	100	125

1. This data was not previously included prior to FY25; co-working was previously allocated to Scopes 1 and 2.
2. This data was previously calculated, but not included prior to FY25.
3. This data was not previously included or calculated for subleased spaces prior to FY25.

Total Energy Consumption (GJ)[4] YoY

FY 2022	FY 2023	FY 2024	FY 2025	FY 2026
13,219	15,176	10,533	14,656	13,993

4. Conversion calculation used: (1 MWh = 3.6 GJ; 1 mmBtu = 1.055056 GJ)

FY26 Consumption

Category	Scope	Starting Value	Starting Value Unit	Conversion Factor	Conversion Factor Unit	End Value	End Value Unit	Source for Conversion Factor
Purchased Electricity	1 and 2	3,275,489.40	kWh	0.0036	GJ/kWh	11,792	GJ	Standard Conversion
Purchased Heat	1 and 2	35,289.83	kWh	0.0036	GJ/kWh	127	GJ	Standard Conversion
Stationary Combustion	1 and 2	1966.39	mmbtu	1.055019	mmbtu/GJ	2,075	GJ	U.S. EIA Calculator
Total						**13,993**	**GJ**	
Purchased Electricity	3.8	331,907.07	kWh	0.0036	GJ/kWh	1,195	GJ	Standard Conversion
Purchased Cooling	3.8	0.00	kWh	0.0036	GJ/kWh	0	GJ	Standard Conversion
Purchased Heat	3.8	143,958.40	kWh	0.0036	GJ/kWh	518	GJ	Standard Conversion
Stationary Combustion	3.8	60.18	mmbtu	1.055019	mmbtu/GJ	63	GJ	U.S. EIA Calculator
Total						**1,777**	**GJ**	
Purchased Electricity	1 and 2 and 3.8	3,607,396.47	kWh	0.0036	GJ/kWh	12,987	GJ	Standard Conversion
Purchased Cooling (Chilled Water)	1 and 2 and 3.8	0.00	kWh	0.0036	GJ/kWh	0	GJ	Standard Conversion
Purchased Heat (District Steam)	1 and 2 and 3.8	179,248.23	kWh	0.0036	GJ/kWh	645	GJ	Standard Conversion
Stationary Combustion (Natural Gas)	1 and 2 and 3.8	2,026.57	mmbtu	1.055019	mmbtu/GJ	2,138	GJ	Standard Conversion
Total						**15,770**	**GJ**	

FY26 Consumption (cont.)

Category	Scope	GJ	% of total
Purchased Electricity	1 and 2	11,792	84.3%
Purchased Heat (District Steam)	1 and 2	127	0.9%
Stationary Combustion (Natural Gas)	1 and 2	2,075	14.8%
Total		**13,993**	
Purchased Electricity	3.8	1,774	67.3%
Purchased Cooling (Chilled Water)	3.8	407	0.0%
Purchased Heat (District Steam)	3.8	1,446	29.2%
Stationary Combustion (Natural Gas)	3.8	0	0.0%
Total		**3,627**	
Purchased Electricity	1 and 2 and 3.8	15,319	82.4%
Purchased Cooling (Chilled Water)	1 and 2 and 3.8	407	0.0%
Purchased Heat (District Steam)	1 and 2 and 3.8	1,631	4.1%
Stationary Combustion (Natural Gas)	1 and 2 and 3.8	927	13.6%
Total		**18,283**	

Emissions Intensity Ratio YoY by Revenue

	FY 2023	FY 2024	FY 2025	FY 2026
Total GHG Emissions (Scope 1, 2, and 3) (mT CO_2e)	25,376	31,193	27,956	21,886
Revenue (millions)	547.2	652.5	724	790
Intensity (mT CO_2e per $1m)	**46.37**	**47.80**	**38.61**	**27.70**

Energy Intensity Ratio YoY by Revenue

	FY 2023	FY 2024	FY 2025	FY 2026
Total Consumption (GJ)	15,176	10,533	14,656	13,993
Revenue (millions)	547.2	652.5	724	790
Intensity (GJ per $1m)	**27.7**	**16.1**	**20.2**	**17.7**

Emissions Intensity Ratio YoY by Employees

	FY 2023	FY 2024	FY 2025	FY 2026
Total GHG Emissions (Scope 1, 2, and 3) (mT CO_2e)	25,376	31,193	27,956	21,886
Number of Employees	1,792	1,840	1,819	1,777
Intensity (mT CO_2e per employee)	**14.1**	**16.9**	**15.3**	**12.3**

Energy Intensity Ratio YoY by Employees

	FY 2023	FY 2024	FY 2025	FY 2026
Total Consumption (GJ)	15,176	10,533	14,656	13,993
Number of Employees	1,792	1,840	1,819	1,777
Intensity (GJ per employee)	**8.4**	**5.7**	**8.0**	**7.9**

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