dynatrace

2025
Sustainability Report

What's inside

A message from our CEO

At Dynatrace, we believe technology has the power to shape the world in many ways, including as a force for good to drive innovation and foster a more sustainable future. Our mission to deliver flawless and secure digital experiences is inseparable from our responsibility to operate with integrity and care for the world around us.

The modern business world is being fundamentally reshaped by artificial intelligence (AI), which Dynatrace has been investing in for over a decade. This evolution includes accelerating cloud modernization and redefining how companies work, compete, and grow.

This transformation is not an option and embracing AI is critical for companies to stay ahead. To truly drive their business forward, organizations need more than just tools. The Dynatrace 3rd generation platform was built from the ground up to handle precisely the level of complexity and scale of modern cloud and AI-native environments.

To state it most succinctly, we see Dynatrace as the AI-powered observability platform for autonomous operations. We believe Dynatrace provides critical support that businesses need to thrive as they invest in and drive transformation.

With a team of more than 5,200 employees supporting over 4,100 customers across 100+ countries, our size and global scale present us with incredible opportunities to lead. As our business has grown, so has our focus on sustainability, inclusion, and ethics. Over the last year, our people continued to play a defining role in strengthening our culture, driving innovation, and advancing responsible growth.

The stories and data in this report reflect our ongoing journey to create positive impacts for our employees, customers, partners, stockholders, and global communities.

Dynatrace is rapidly progressing toward a future where our AI-powered platform doesn't just observe, but empowers organizations through knowledge, reason, and action. We are confident that by combining innovation with accountability, we can drive meaningful change.

Rick McConnell

RICK MCCONNELL
Chief Executive Officer

About Dynatrace

Dynatrace is advancing observability for today's digital businesses, helping to transform the complexity of modern digital ecosystems into powerful business assets. By leveraging AI-powered insights, Dynatrace enables organizations to analyze, automate, and innovate faster to drive their business forward.

MISSION, PURPOSE, VISION, AND VALUES

- Our **mission** is to deliver answers and intelligent automation from data

- Our **purpose** is to enable flawless and secure digital interactions

- Our **vision** is a world where software works perfectly

- Our **values** are Innovate with Passion, Engage with Purpose, and Win with Integrity

BY THE NUMBERS

20 years
Founded in 2005

2019
Public company listed on the New York Stock Exchange (symbol: DT)

4,100+
customers in more than 100 countries

~5,200
employees in more than 35 countries

~$1.7B
Total annual recurring revenue (ARR)

Employee data is as of March 31, 2025, which was the end of our fiscal year 2025 (FY25). Total ARR is for our FY25.

INDUSTRY RECOGNITION

- Positioned highest for Ability to Execute in the 2025 Gartner Magic Quadrant for Observability Platforms. This was the 15th consecutive year that Gartner has named Dynatrace a Leader in observability platforms.[1]

- Ranked #1 across 4 of 6 use cases in the 2025 Gartner Critical Capabilities for Observability Plaforms Report.[2]

- Recognized as a Leader in the 2025 Gartner Magic Quadrant for Digital Experience Monitoring, and positioned furthest for Completeness of Vision. Recognized as a Customers' Choice in the 2025 Gartner Peer Insights Voice of the Customer for Digital Experience Monitoring.[3]

- Named a Leader and an Outperformer in the 2025 GigaOm Radar Report for Kubernetes Observability.

Attribution and disclaimers can be found on page 53.

LEARN MORE

Learn how Dynatrace can help turn data into decisions that drive your business forward with analytics and automation where it makes the great impact.

AI-Powered Observability Where it Counts

www.dynatrace.com/where-it-counts

You can also learn more about us at:

dynatrace.com/news/blog

dynatrace.com/news/webinar

ir.dynatrace.com

Our platform
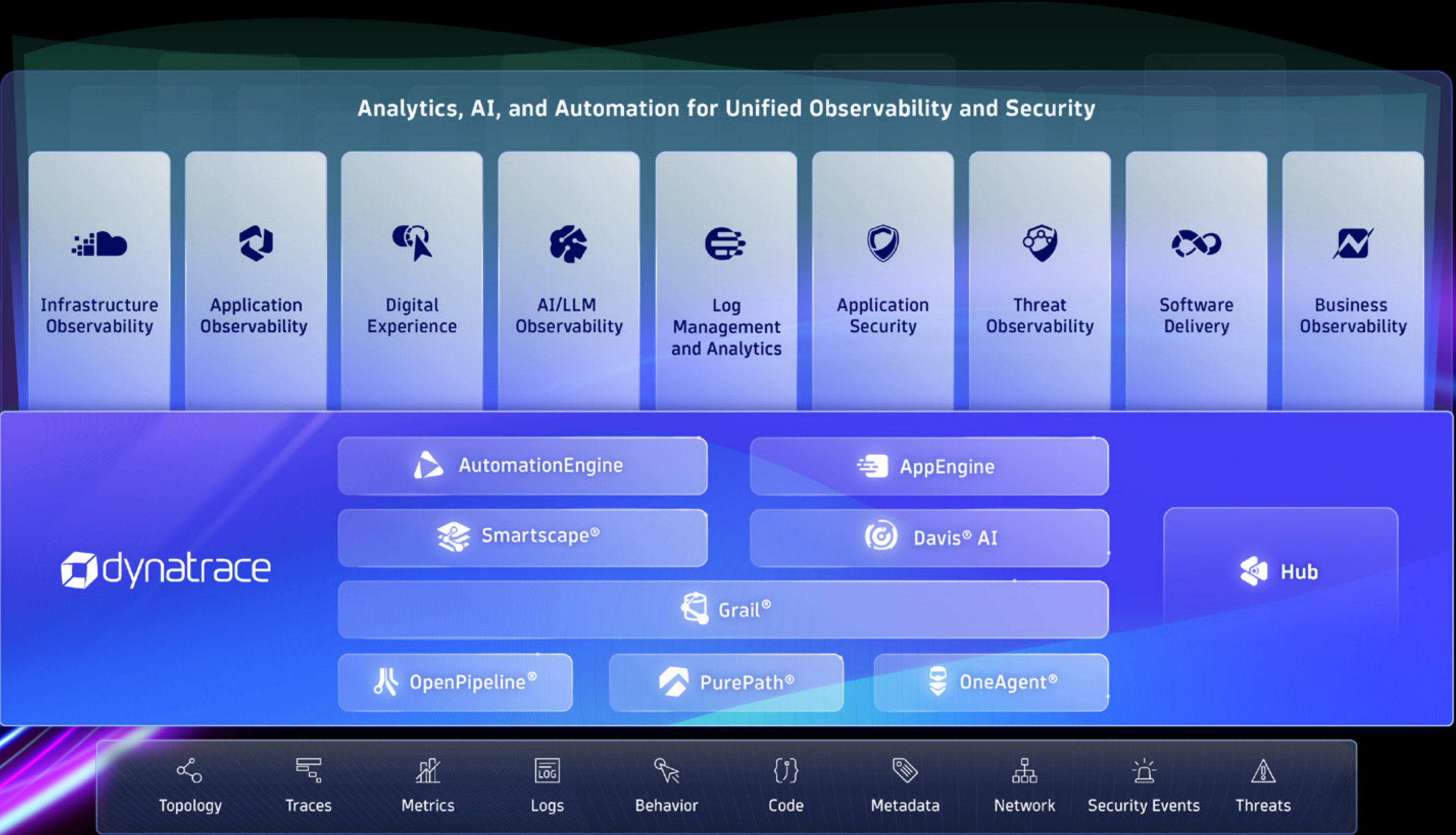
The Dynatrace platform combines broad and deep observability, continuous runtime application security, and advanced AI to support IT operations, development, security, business, and executive teams.

This comprehensive approach enables organizations to optimize cloud and IT operations, accelerate secure software delivery, and improve digital performance.

About our Sustainability Report

This report discusses the sustainability initiatives that had the greatest impact on our business and stakeholders in FY25, covering the period from April 1, 2024 to March 31, 2025, and includes additional updates through November 30, 2025.

We prepared this report with reference to the Sustainability Accounting Standards Board (SASB) Software & IT Services Sustainability Accounting Standard, Version 2023-12, and the Global Reporting Initiative (GRI) Standards.

In this report, "Dynatrace," the "company," "we", and "our" refer to our parent company Dynatrace, Inc. and its subsidiaries. "Dynatracers" are our global employees.

Please see the "Additional Information" section of the Appendix to this report for additional disclosures.

Our sustainability strategy

Vision and approach

We believe that focusing on sustainability is part of our responsibility as a global company.

We group our material sustainability topics into the three key pillars described below. With these topics at the forefront, we have embedded our sustainability strategy in our business priorities, mission, purpose, vision, and values.

PEOPLE, CULTURE, AND COMMUNITY

Dynatrace's human capital strategy places people at the center, and our focus includes employee experience, engagement, inclusion and belonging, and development programs that support the career journey.

SUSTAINING OUR ENVIRONMENT

We continue to adopt environmentally responsible practices across our operations and look for additional ways to understand and reduce our environmental impact.

GOVERNANCE AND ETHICS

Governance and compliance help us build and maintain trust with customers, investors, and other stakeholders. We focus on strengthening our oversight practices to support responsible and ethical operations.

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Double Materiality Assessment

In 2025, we engaged an external consulting firm to support our first-ever Double Materiality Assessment (DMA). We expect to complete the DMA process in early 2026.

The DMA evaluates both financial materiality (how sustainability topics impact our business) and impact materiality (how our business affects people, the environment, and society). We plan to highlight material topics identified as part of the DMA process in our future reporting.

The DMA builds on our past assessment process, which was based on single materiality.

Stakeholder engagement

We regularly engage with our stakeholders on a variety of different topics that are of interest to them. Stakeholder engagement is an important part of how we think about and continuously develop our sustainability strategy.

Our head of Investor Relations leads our investor outreach efforts, which have included our Chief Financial Officer, Chief Legal Officer, Board Chair (who is also the Chair of the Nominating and Corporate Governance Committee), and the Chair of the Board's Compensation Committee.

These efforts result in meaningful conversations. We discuss feedback received with the Board or, as applicable, the Nominating and Corporate Governance Committee or Compensation Committee.

Stakeholders that we engage with regarding sustainability topics include:

EMPLOYEES
- Town Hall updates
- Functional/department communications
- Listening sessions
- Employee engagement surveys
- Slack and other types of internal communication tools

CUSTOMERS
- Discussions to understand customer focuses and priorities
- Conferences and events
- Dynatrace website and webinars

PARTNERS
- Discussions to understand partner focuses and practices
- Conferences and events

SUPPLIERS
- Discussions to understand supplier practices
- Conferences and events

INVESTORS
- External reporting through earnings releases and webcasts, annual and quarterly reports, proxy statements, and other disclosures
- Outreach meetings involving senior management and members of our Board
- Dynatrace website

SUSTAINABILITY ANALYSTS AND OTHER FIRMS
- Questionnaires, surveys and other information requests
- Reports, ratings, and scores

People, culture, and community

At Dynatrace, people power our progress. Our culture, values, and global community shape how we work, how we innovate, and how we support our customers.

This year, our teams played a central role in strengthening belonging, developing leaders, and building a workplace where people can grow and contribute to meaningful outcomes.

In this section, we highlight the programs and initiatives that supported our employees in FY25, including recognition, engagement, inclusion, talent development, and community impact. These efforts reflect our commitment to creating an environment where every Dynatracer can thrive and make a difference.

Recognition

In FY25, Dynatrace received several external recognitions that reflect the impact of our teams and the workplace that we're building.

Glassdoor — Best-Led Companies in the United States: Dynatrace was listed among Glassdoor's Best-Led Companies based on anonymous employee reviews. This recognition highlights employee sentiment around transparency, trust, and team effectiveness, which are outcomes supported by our internal development programs and feedback culture.

Great Place to Work® Certification: Dynatrace earned Great Place to Work® Certification™ in 16 countries. 91% of responding employees considered Dynatrace a great place to work.

Europe's Best Employers — Financial Times & Statista: Dynatrace was named one of Europe's Best Employers by the Financial Times and Statista. This recognition reflects sustained investment in employee experience and operational excellence across our European footprint.

Best Place to Work: We were named one of the Best Places To Work in Boston, Denver and San Francisco by Built In.

Austria's Top Innovative Company: Statista and Trend magazine ranked Dynatrace the most innovative company in Austria. The ranking considered patent volume, research partnerships, and contributions from our Austrian product teams, which highlighted our ongoing focus on innovation and technical leadership. Kununu also named us a top company in Austria.

MSCI ESG Rating AAA: In 2025, Dynatrace, Inc. received an MSCI ESG Rating of AAA. MSCI cited improvements in our talent management as one of the key drivers. Our current rating also reflects enhancements to our global performance enablement processes, early career programs, and learning infrastructure, which are key elements in supporting the readiness of our workforce.

The use by Dynatrace, Inc. of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Dynatrace, Inc. by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

Employee experience and our core values

We embed our core values—Innovate with Passion, Engage with Purpose, and Win with Integrity—across the employee experience lifecycle. They inform decision-making, shape collaboration, and support alignment with business goals.

INNOVATE WITH PASSION

Innovation is at the heart of Dynatrace. With over 160 patents and active research partnerships and a continuous focus on evolving our technology capabilities (including AI), we empower teams around the world to bring curiosity, challenge the status quo, and drive meaningful change to meet the needs of our customers.

ENGAGE WITH PURPOSE

Purpose guides how we work, build, and connect. We engage with purpose in our day to day work, whether that's evolving the Dynatrace platform, supporting our customers, or collaborating together as part of cross-functional internal teams.

WIN WITH INTEGRITY

Integrity is central to how Dynatrace operates. We believe the way results are achieved is as important as the outcomes themselves. We operationalize integrity through business practices, training, and conversations that promote ethical behavior. Tools such as 360-Degree Feedback and Coaching Guides support consistent development and reinforce accountability across roles.

Embedding core values into the employee journey

Our Culture DeCoder provides a framework for integrating values into key touchpoints, from onboarding to performance reviews. Employees set goals aligned with our values and track progress using our human capital management (HCM) platform. Leadership programs, peer learning, and mentoring reinforce these behaviors and help ensure that our values are consistently applied across the organization.

Inspiring employee engagement

LEADERSHIP THAT DRIVES ENGAGEMENT

The 2025 Dynatracer Engagement Survey highlighted a strong link between leadership effectiveness and employee engagement. We provide leaders with a structured goal-setting framework and career development tools. These resources enable ongoing, feedback-driven growth, strengthening team dynamics and elevating the employee experience.

LISTENING AND ACTING ON FEEDBACK

To complement our annual engagement survey, we introduced a global pulse survey to capture more frequent insights and enable faster response cycles. We equip our leaders to interpret results, facilitate meaningful conversations, and take decisive action — reinforcing trust and accountability across teams.

ENABLING CAREER GROWTH

We provide an Individual Development Plan (IDP) framework that helps employees align personal development goals with business needs. The IDP framework includes access to learning resources and works in tandem with our Performance Enablement cycle to help drive progress and accountability.

SUPPORTING CHANGE AND COMMUNICATION

In response to employee input, we launched a Change Management Center of Excellence and enhanced internal communications. We developed new tools to promote transparency and alignment, including a Slack channel for Dynatrace Leadership Team communications, a refreshed intranet, and a quarterly People Leader call.

FLEXIBLE WORK, MEANINGFUL CONNECTION

The Dynatrace Work Model offers flex and remote options to support productivity and collaboration. Our flex option encourages in-person engagement, while the remote option supports employees with access to tools and community platforms such as the Remote Connect Club. While work environments are adapted locally by Dynatrace office leadership teams to reflect business needs, we maintain global standards for greater consistency within our employee experience.

MOMENTS THAT MATTER

Our Workplace Experience (WPX) team leads global events that foster inclusion and connection, such as town halls, education sessions, and team breakfasts and lunches. Our Volunteer Time Off (VTO) program allows employees to contribute to local and global causes they care about.

SPACES THAT INSPIRE

The design and layout of our offices are shaped by local culture and employee input, supporting creativity, well-being, and collaboration. Sustainability is also embedded through LEED-certified buildings, green commuting options, and environmental initiatives (which we discuss later in this report).

Attracting and retaining the right talent

At Dynatrace, sustainability includes cultivating a resilient, inclusive, and purpose-driven workforce. Our approach to attracting and retaining talent is grounded in authenticity, innovation, and measurable practices that are intended to drive long-term business success.

DYNATRACE'S VALUE PROPOSITION

We offer a differentiated employee value proposition that attracts top talent globally and supports career longevity through meaningful engagement and development.

Global impact — With a workforce of approximately 5,200 Dynatracers serving more than 4,100 customers in over 100 countries, our global footprint offers employees the opportunity to collaborate across borders and work on technology that powers digital transformation worldwide.

Inclusive culture — Inclusion at Dynatrace is a strategic priority, supported by structured initiatives that foster respect and connection. Programs such as Employee Resource Groups (ERGs) create spaces where employees feel supported across different identities and life experiences.

Career development — Our Career Framework and internal mobility programs provide transparent pathways for growth. A significant number of internal role transfers over the past year reflects our ability to develop talent from within. We also invest in mentoring and early career development to provide employees with opportunities to grow and contribute.

Wellness — We value the health and well-being of our employees. As part of our focus in this area, we provide employees with quarterly, company-designated Wellness Days to disconnect from work and recharge. Dynatracers have used Wellness Days for outdoor activities, spending time with family and friends, and working on creative projects. Our mental health resources include access to an employee assistance program and we also provide employees with financial wellness tools.

Compensation and Benefits — We provide employees with industry-competitive compensation and benefits, including retirement savings programs, the opportunity to invest in Dynatrace at a discount through our Employee Stock Purchase Plan, and medical, dental, vision, and life and disability plans. Our benefits vary around the world due to local country regulations and cultural preferences.

Investing in people and building the future

At Dynatrace, we believe that investing in people is essential to building a resilient, innovative, and future-ready organization.

In 2025, we expanded our talent development strategy to support growth at every level—scaling leadership programs, enhancing performance enablement, and fostering connection across our distributed workforce.

LEADERSHIP DEVELOPMENT AND CAREER GROWTH

We've designed and scaled a suite of leadership programs that empower today's leaders and cultivate the next generation of talent. These programs include the following:

- **Explore Program:** Supports aspiring People Leaders with over 100 participants across 15 sessions.

- **Launch Program:** Focused on onboarding new leaders, offering coaching, peer support, and structured learning pathways.

- **Dynatrace Elements of Leadership (DEL) and Action Learning Cohorts:** Engaged approximately 300 employees globally, solving real business challenges through cross-functional collaboration.

- **Talent Accelerator Program:** A global initiative for director-level talent that combines cohort-based learning with personalized development and is designed to strengthen the leadership pipeline for critical roles and broaden organizational impact.

We also expanded our Global Mentoring Program with a leadership-specific track and partnered with an outside organization to offer 1:1 coaching through a global network of over 3,500 professional coaches.
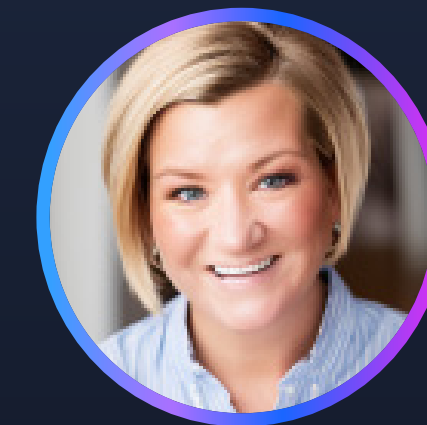
Amy Wells is our VP, Global Talent Development. Amy is responsible for the strategy and execution of our talent management, performance, and engagement initiatives globally.

DATA-DRIVEN TALENT STRATEGY

Our talent strategy is guided by data and focused on outcomes that reflect employee engagement and organizational health. Among other metrics, we focus on:

- Engagement survey participation percentage, survey results, and employee comments

- First-year new hire retention rate

- Employee referral contribution

Our most recent survey results indicated high favorability for inclusion, leadership support, and growth opportunities—reflecting our approach to building a workplace where employees can thrive.

PERFORMANCE ENABLEMENT AND LEARNING INFRASTRUCTURE

In FY25, we scaled our performance enablement framework to all employees, integrating formal goal setting, dynamic tracking, and structured year-end evaluations.

We also invested in a digital collaboration platform that enables interactive workshops, feedback cycles, and peer learning across geographies.

FOSTERING BELONGING ACROSS A DISTRIBUTED WORKFORCE

To strengthen connection and community across our global teams, we introduced and expanded inclusive experiences:

- **Remote Connect Club, Slack communities, and coffee meetings** helped employees build relationships beyond their immediate teams.

- A **Global Culture Party** brought together over 1,100 employees across 18 office locations and one virtual event, celebrating heritage and promoting cultural awareness.

- The launch of the **Office Leadership Community** established a global governance framework for a consistent employee experience across locations, with dedicated local budgets to support community-driven initiatives.

These efforts reflect our focus on empowering every Dynatracer to grow, lead, and contribute meaningfully to support our long-term business and a culture of belonging.

Inclusion in action

At Dynatrace, we're committed to shaping a culture where inclusion and belonging guide how we lead, engage, and design for impact.

EMPLOYEE RESOURCE GROUPS (ERGS)

Our ERGs play a strategic role in advancing an inclusive and supportive workplace and shaping a culture aligned with our Culture Code that we make available to all Dynatracers around the world. By embedding inclusion into decision-making, we believe that we're strengthening the employee experience. The following are our ERGs as of November 30, 2025:

Dynaspace for Black Employees

Drives business impact by celebrating Black identity and culture, delivering actionable insights, supporting leadership development, and engaging in community outreach.

Dynaspace para Latinos

Empowers Latino Dynatracers to lead and innovate while building cross-cultural connections and promoting heritage.

Dynaspace for People of Color

Creates space for racial and ethnic diversity, enabling connection, development, and influence on business outcomes.

Dynaspace for Women

Drives innovation and engagement by empowering women to thrive professionally and personally, with a focus on leadership representation.

Dynaspace for LGBTQ+

Advances education, allyship, and inclusive strategies that foster belonging and contribute to organizational success.

Dynaspace for Parents & Caregivers

Supports employees managing caregiving responsibilities with initiatives that promote career growth and workplace flexibility.

Dynaspace for Veterans

Honors military experience while promoting mentorship, leadership development, and community engagement.

Our ERGs are voluntary, employee-led groups that are open to all interested employees, without the need for an individual to possess a shared identity, characteristic, background, or experience that may be the focus of a particular ERG.

TOOLS THAT PROMOTE INCLUSION AND CULTURAL AWARENESS

At Dynatrace, we invest in inclusive tools and experiences that foster respect, cultural awareness, and a sense of belonging across our global workforce. Some examples of our focuses in this area include the following:

- **Name Pronunciation Tools** enable employees to share the correct pronunciation of their names, promoting respectful communication, and reducing bias in global collaboration.

- **Learning Sessions** are provided to People Leaders across all regions, resulting in stronger alignment to our Culture Code and a clearer understanding of inclusive leadership best practices.

- **Global Culture Celebrations** facilitate cross-cultural exchange and celebration, helping teams build awareness and appreciation for different traditions and perspectives.

- **Global Observance and Heritage Calendars** provide visibility into cultural observances across regions, supporting inclusive planning and recognition of global heritage moments.

Employee demographic data

As of March 31, 2025, we had approximately 5,200 full-time, part-time, and temporary employees

EMPLOYEES BY REGION

NORTH AMERICA
33.3%

LATIN AMERICA
3.4%

ASIA PACIFIC
8.2%

EUROPE, MIDDLE EAST, AND AFRICA
55.1%
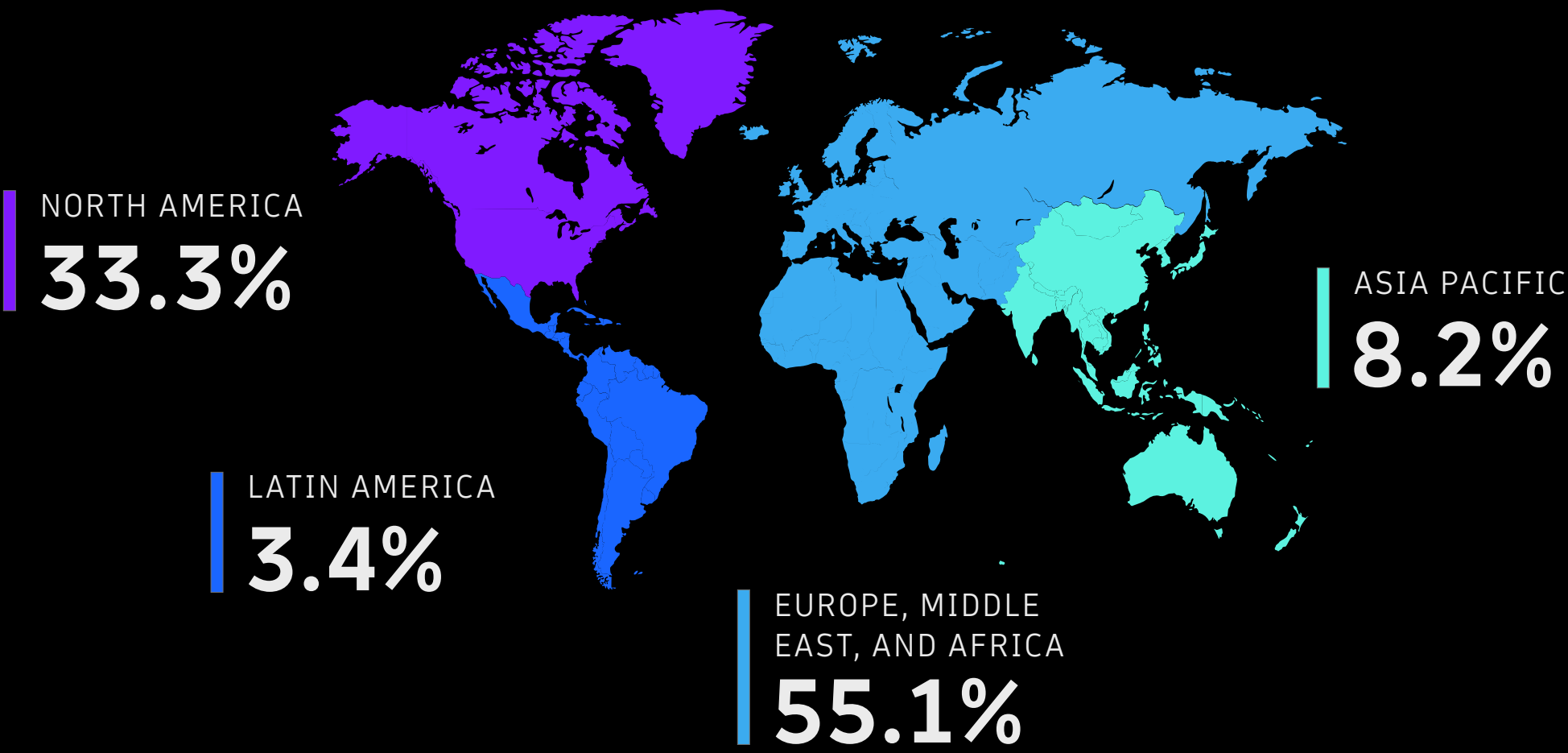
EMPLOYEES BY GENERATION

- **59%** Millennials (b. 1981–1996)
- **25%** Generation X (b. 1965–1980)
- **14%** Generation Z (b. 1997–2012)
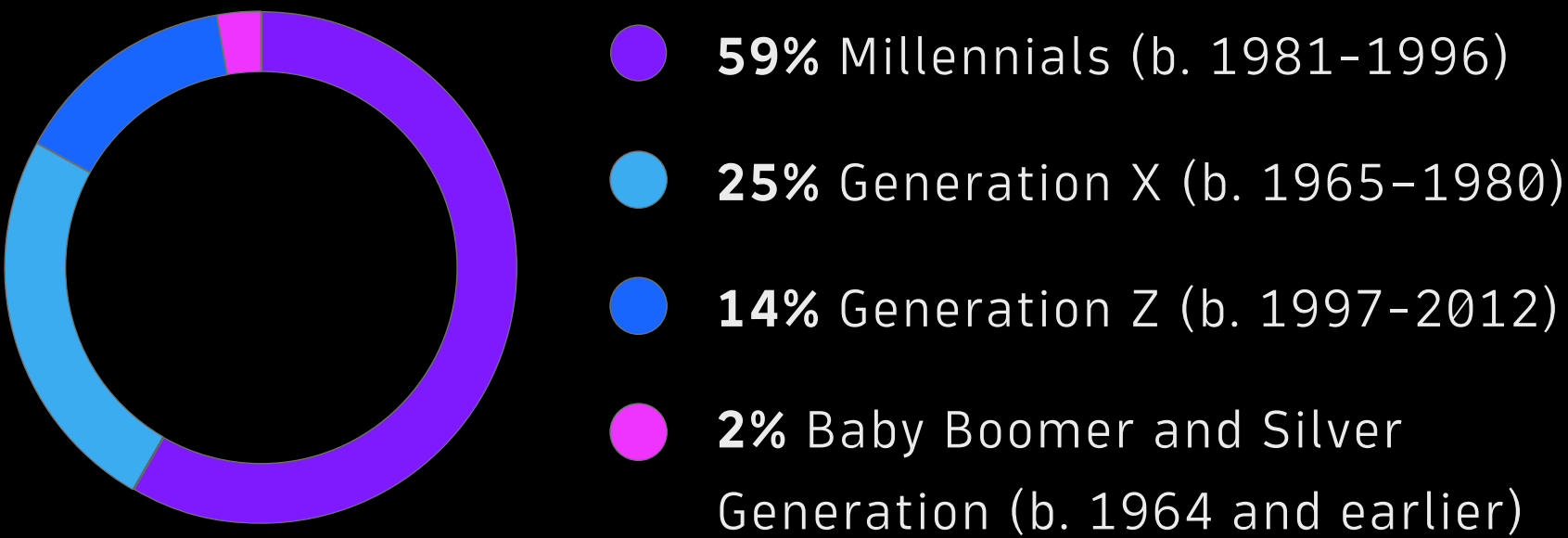- **2%** Baby Boomer and Silver Generation (b. 1964 and earlier)

EMPLOYEES BY GENDER

Total

FEMALE
26.9%

MALE
73.1%

Percentage of women by role

LEADERSHIP
25.2%

TECHNICAL
19.6%

NON-TECHNICAL
39.2%
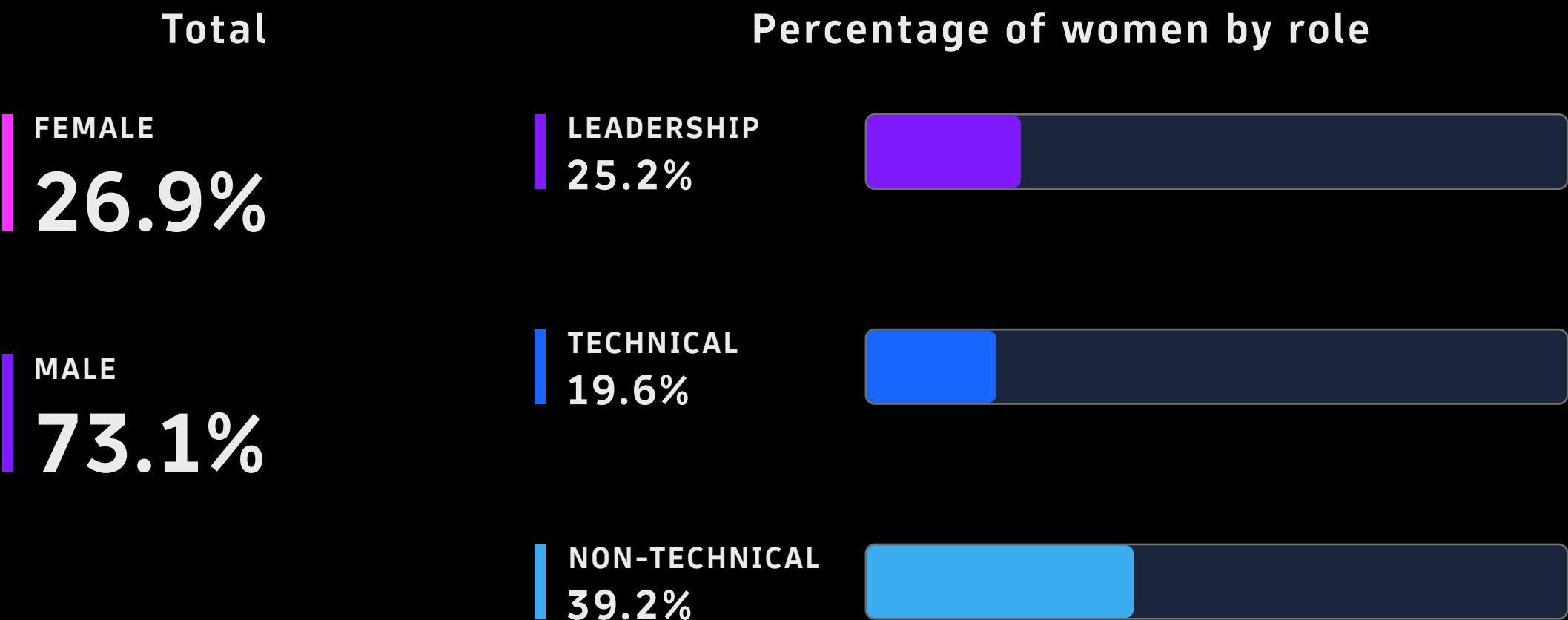
32.1% of our new hires in FY25 were women.

Our company recognizes that gender is non-binary and is actively working to reflect non-binary and other options in our future reporting. Data in this section of the report reflects EEO-1 categories used in gender reporting to the U.S. government in addition to non-U.S. employee gender data through self-reporting mechanisms.

Leadership roles are Director-level or above. Technical roles include R&D (Engineering & Product), Services, Customer Support, and Corporate IT. Non-technical roles are all employees who are not in technical roles.

Certain totals in this section may not add to 100% due to rounding.

ETHNICITY (U.S.)

	All employees	Leadership roles	Technical roles	Non-technical roles
ASIAN	11.0%	10%	16.2%	6.9%
BLACK	4.1%	1.9%	3.6%	4.6%
INDIGENOUS	0.7%	0.0%	0.8%	0.7%
LATINX	8.5%	4.3%	9.5%	7.8%
MULTIRACIAL	2.3%	0.5%	2.5%	2.1%
WHITE	73.3%	83.4%	67.5%	77.9%
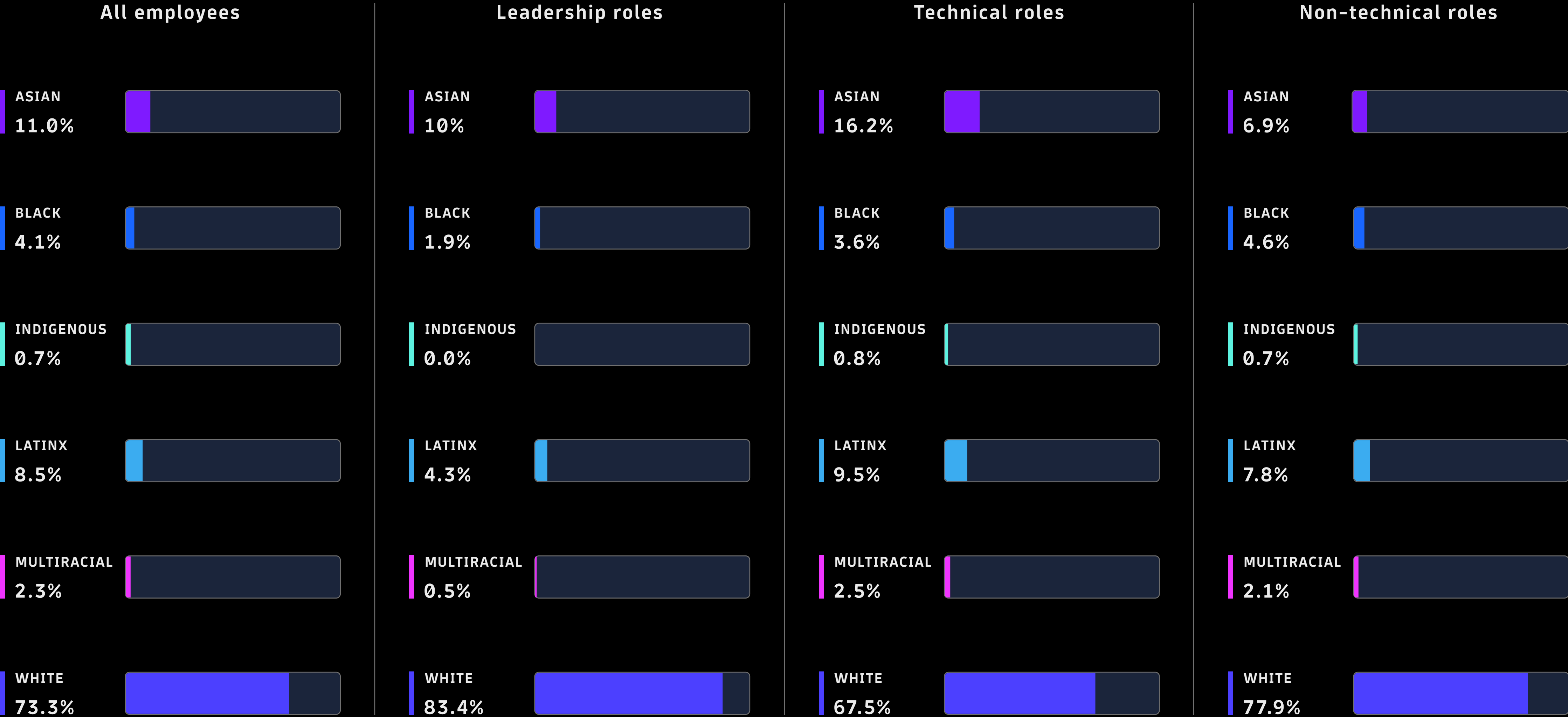
Giving Back with Purpose: Supporting communities worldwide

We empower our employees to give back locally and globally through our Volunteer Time Off (VTO) program. This initiative allows every Dynatracer to spend up to 8 hours per calendar year to support various charitable and not-for-profit organizations, in alignment with our guidelines.

We've seen how volunteering fosters deeper connections, strengthens our communities, and enriches the lives of our people. The following are examples of how Dynatracers made an impact over the last year:

SINGAPORE

Dynatracers supported The Food Bank by volunteering time to help fight hunger.

BRAZIL

Dynatracers collected trash and planted seedlings to support local biodiversity.

DENVER (UNITED STATES)

Dynatracers volunteered for Project C.U.R.E. (Commission on Urgent Relief and Equipment), a nonprofit that collects donated medical supplies and equipment and delivers them to hospitals and clinics in resource-limited countries.

MOUNTAIN VIEW (UNITED STATES)

Dynatracers took action to help protect their local California coastline and its native habitat.

AUSTRIA

Dynatracers inspired students at a local elementary school and guided them in building a programmable swing, blending play with hands-on coding and engineering.
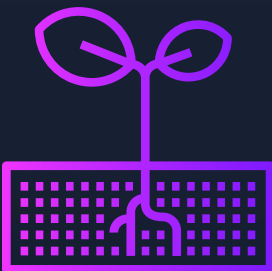
During our first-ever Dynatrace Green Weeks (discussed later in this report), over **100 volunteers** used their dedicated volunteering time to engage in clean-up efforts across their regions—making a tangible impact on their local environments.

Increasing representation in our industry

We are creating pathways that make technology careers and representation in our industry more accessible and achievable for women and historically underrepresented communities.

Key steps that we took in FY25 include the following:

• We evolved our employee-led Global Inclusion Council into a stronger, more globally relevant group. The council influences internal policies and approaches, helps drive employee engagement, and guides global initiatives.

• We restructured our ERGs for greater operational efficiency and alignment with business priorities. We also introduced a new ERG—Dynaspace for Parents and Caregivers—addressing the needs of working caregivers and enhancing belonging.

• We expanded our inclusive footprint through intentional global sponsorships of AfroTech, Women in Tech Global, and Her Tech Circle.

Sharing observability knowledge and resources with the technology community

We also invest in broadening access to observability knowledge and resources, helping grow the next generation of technical talent.

We contribute to open source projects through OpenTelemetry and OpenFeature, including by offering numerous free tutorials about OpenTelemetry on GitHub. Our Developer Relations team actively supports and promotes these initiatives.

In addition to providing resources, we host and participate in open source events, including KubeCon, where we engage with the community, share insights, and foster collaboration.

Sustaining our environment

We believe that environmental sustainability and accountability are critical for our future. Our environmental focuses include our **carbon footprint, clean energy, and workplace sustainable practices.** Our Sustainability Steering Committee (which we discuss further in the "Governance and Ethics" section of this report) oversees Dynatrace's environmental initiatives and cross-functional collaboration. This approach leverages internal business owner knowledge and experience to establish alignment with strategic priorities.

Over the past year, we have continued working with our external climate advisor to analyze a potential **greenhouse gas (GHG) reduction path** and potential alignment to SBT-aligned targets.
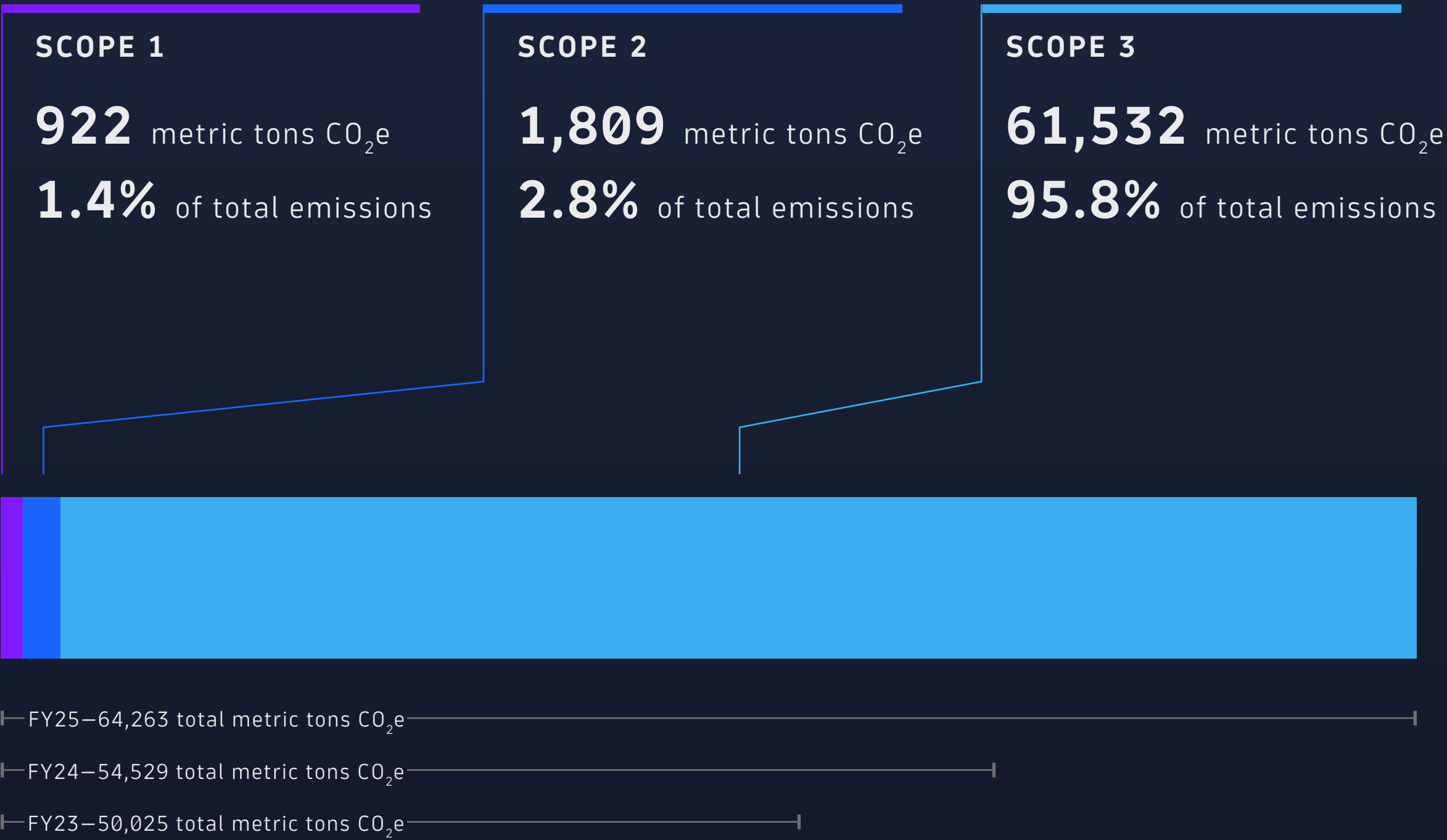

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Carbon footprint

We believe that initiatives to reduce the carbon footprint of our operations help sustain our planet and also help our customers who are looking to measure and reduce their own carbon footprints and those of their supply chains.

Measuring and tracking our carbon footprint are foundational steps in our environmental strategy. In FY23, we conducted an inventory baseline analysis of our GHG emissions. The data on this page and the next page, which was calculated by our company and in collaboration with Watershed (a leading enterprise climate technology platform), provides insights into our environmental footprint for FY25. These calculations are consistent with the GHG Protocol Corporate Accounting and Reporting Standard and the GHG Protocol Corporate Value Chain Standard.

For the second year, we engaged an independent third-party firm, Apex Companies, LLC (Apex), to verify our FY25 GHG emissions, which are set forth in this report. Apex verified our Scope 1 GHG emissions, Scope 2 GHG emissions that were location-based and market-based, and Scope 3 GHG emissions. Apex provided our company with a limited assurance verification opinion, which is posted on the Dynatrace website.

Certain totals in this section may not add to 100% due to rounding. Fiscal year data is for each reference year ended March 31.

GREENHOUSE GAS EMISSIONS (BY SCOPE)

SCOPE 1

922 metric tons CO_2e

1.4% of total emissions

SCOPE 2

1,809 metric tons CO_2e

2.8% of total emissions

SCOPE 3

61,532 metric tons CO_2e

95.8% of total emissions

FY25—64,263 total metric tons CO_2e

FY24—54,529 total metric tons CO_2e

FY23—50,025 total metric tons CO_2e

Scope 1 emissions are direct emissions from sources that our company owns or controls. Our Scope 1 emissions consist of cooling (refrigeration), natural gas usage, and other energy usage. We lease all of our offices.

Scope 2 emissions are indirect emissions from our use of purchased electricity and steam.

Scope 3 emissions are all other indirect emissions (not included in Scope 2) from our upstream value chain.

Emissions data on this page is market-based.

GHG EMISSIONS BREAKDOWN

SCOPE 1 AND 2 REGION	METRIC TONS CO_2e	% OF SCOPE 1 AND 2
Europe, Middle East, and Africa	1,487 (location-based) 1,277 (market-based)	53.2% 46.8%
North America	1,237 (location-based) 1,369 (market-based)	44.3% 50.1%
Asia Pacific	71 (location-based) 85 (market-based)	2.5% 3.1%
TOTAL	**2,795** (location-based) **2,731** (market-based)	**100%**

SCOPE 3 CATEGORY	METRIC TONS CO_2e	% OF SCOPE 3
Purchased goods and services[1] · Cloud hosting	30,564 10,119	47.6% 15.7%
Business travel[1,2]	19,918	31.0%
Capital goods[1]	6,197	9.65%
Employee commuting[3]	3,606 (location-based) 3,744 (market-based)	5.6% 5.8%
Fuel and energy-related activities	661 (location-based) 655 (market-based)	1.3% 1.0%
Upstream leased assets[1]	193 (location-based) 209 (market-based)	0.3%
Waste generated in operations[1]	245	0.4%
TOTAL	**64,152** (including location-based) **64,263** (including market-based)	**100%**

[1]Carbon emissions from purchased goods and services (including cloud hosting), business travel, capital goods, upstream leased assets, and waste generated in operations are estimated on a spend-based approach from financial data.

[2]Business travel includes emissions from air and rail travel, car rentals, hotel stays, and other types of ground transportation.

[3]The majority of emissions reflected in the employee commuting category are estimates associated with our employees working remotely from home on a hybrid basis. The remainder of these emissions are estimates associated with employees commuting to and from a Dynatrace office.

CDP
Discloser
2025

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GHG EMISSIONS INTENSITY

The GHG emissions intensity metrics provided on this page are based on headcount (per full-time employee) and per $1 million of revenue. Our FY25 metrics were comparable to FY24 during a time when our revenues and headcount both increased.

METRIC TONS CO_2e	FY23	FY24	FY25
Per full-time employee	12.5	12	13
Per $1 million of revenue	43.5	38	38

GHG emission intensity

Per full-time employee   Per $1 million of revenue
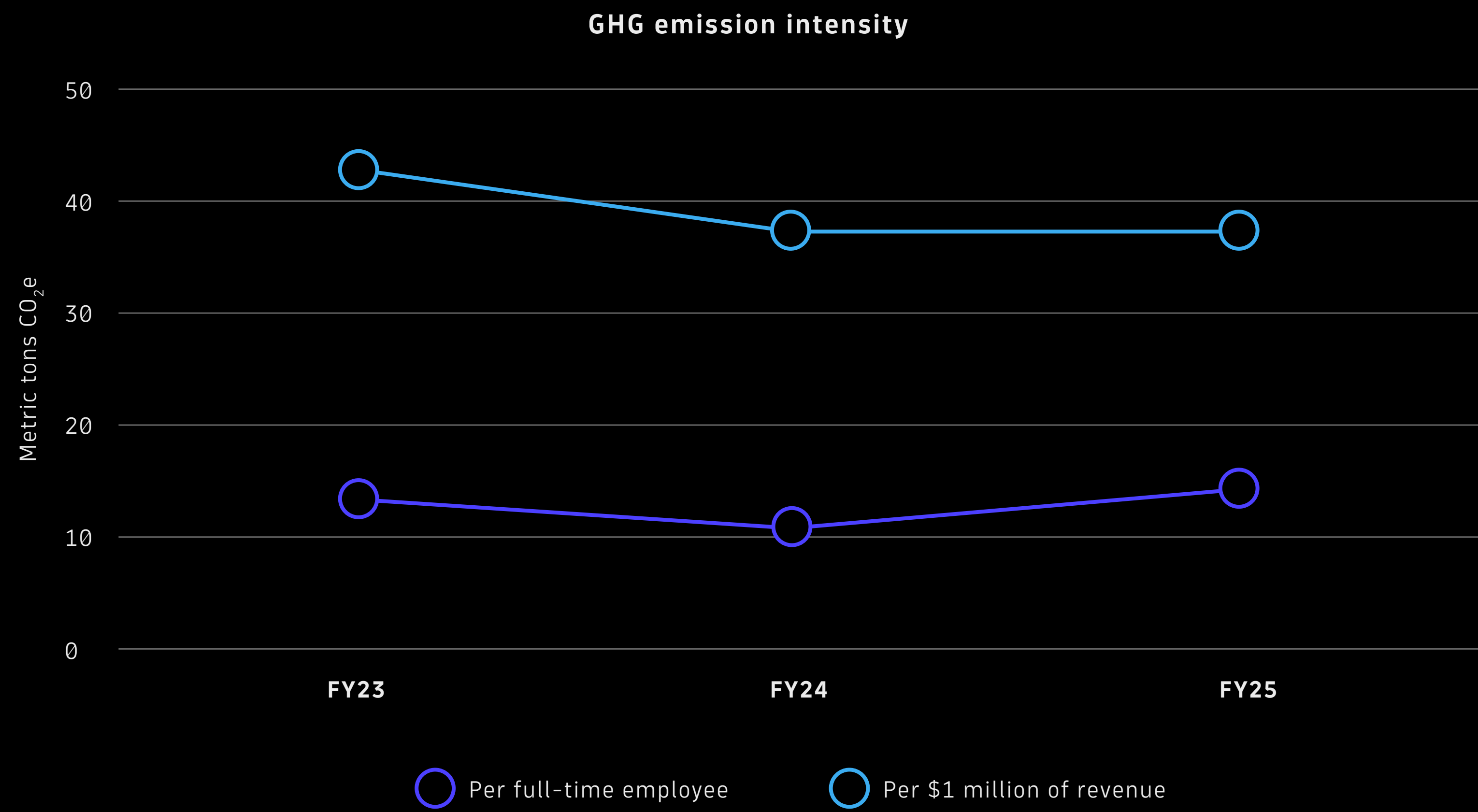
Workplace sustainable practices

SUSTAINABLE OFFICE SPACE

As of November 2025, we maintained over 60 office locations in more than 35 countries. As Dynatrace expands around the world, workplace sustainable practices are an important consideration in our evaluation of new office space and as part of renovating existing locations. We look for opportunities to work in office spaces that promote resource efficiency, energy conservation, and compliance with recognized sustainability standards such as LEED and NABERS.

In July 2025, we moved our corporate headquarters to Atlantic Wharf, in the heart of Boston. Our new office is situated within a 32 story mixed-use tower, recognized as Boston's first green skyscraper and a LEED certified platinum building.

In 2025, we also moved into a new office in Detroit, which is LEED certified. Our existing office in Denver became LEED certified this year.

Outside of the U.S., our Sydney, Australia office requires tenants to support NABERS ratings and provide environmental performance data.

Our Vienna, Austria and Brno, Czech Republic sites emphasize collaborative efforts to manage resources responsibly and enable future sustainability certifications.

In Paris, France, we comply with local laws that mandate annual energy consumption reporting and joint action plans to improve building performance.

Our Estonia office exemplifies a commitment to environmental sustainability by operating on certified renewable energy through the "Powered by Green" program. By partnering with local eco-conscious suppliers and promoting green commuting options, our Estonia office not only supports the circular economy but also fosters a culture of environmental responsibility.

In FY25, all of our offices in Austria, Estonia and Spain utilized 100% renewable energy.
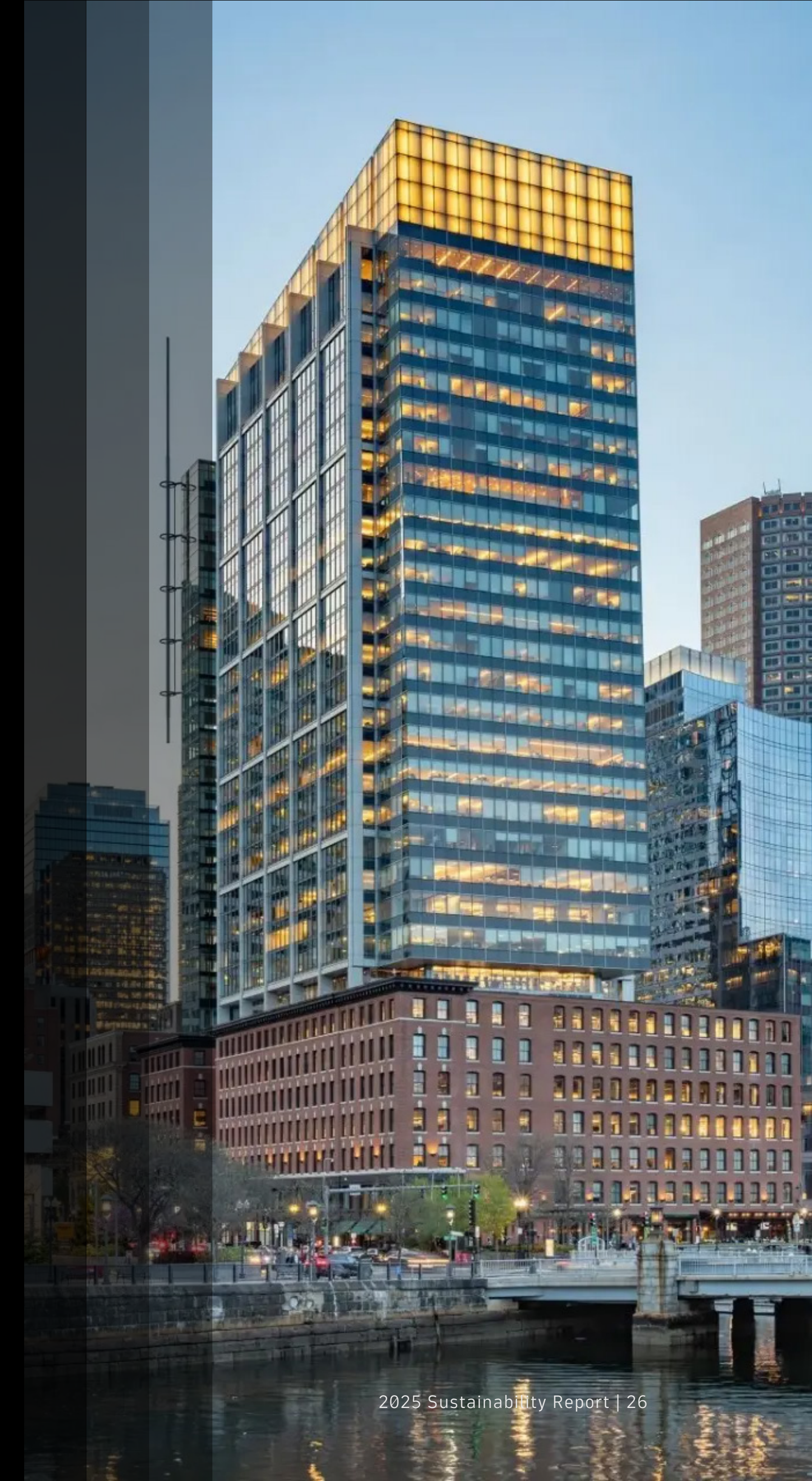
ENCOURAGING A GREEN COMMUTE

Dynatrace fosters a culture where green commuting is accessible and encouraged, promoting sustainable mobility across global offices. Our programs support low-carbon travel and help employees shift away from single-occupancy vehicles.

In the U.K., our employees benefit from cycle-to-work programs, walking incentives, and shuttle buses; in Poland, cycling and walking allowances and public transit reimbursements are available; and in the U.S., offices such as Denver and Boston offer public transit support and EV charging infrastructure. Sydney provides reimbursement for public transport. In Austria, full reimbursement of annual climate tickets encourages public transit use and reduces car commutes.

Many offices also offer bicycle parking and promote active and zero-emission commuting. Investments in e-charging stations and dedicated EV parking support the transition to cleaner transport. By collaborating with local teams and tailoring benefits to regional legislation, Dynatrace maximizes participation in sustainable commuting programs.

RECYCLING AND WASTE MANAGEMENT

We have implemented several initiatives across our global office network for the reuse and certified recycling of corporate IT equipment—including computers, monitors, and phones—through partnerships with third-party vendors that comply with applicable e-waste regulations. This results in the safe disposal of hazardous materials and supports circular resource use. In some of our EMEA and U.S. locations, employees can purchase upcycled hardware through internal auctions, with proceeds donated to local charities.

Most of our offices are equipped with labeled containers to support waste separation and recycling, helping reduce landfill contributions and promoting reuse of materials. To further minimize single-use plastics, several of our U.S. offices have transitioned from single-use paper and plastic cups, plates, and cutlery to glassware, dishes, and silverware.

SUPPORTING SUSTAINABLE LOCAL VENDORS

In Austria and Spain, we are collaborating with sustainable local vendors as part of our efforts to support small eco-friendly businesses. This initiative not only promotes environmental sustainability but also strengthens local economies by empowering small enterprises.

Green Team and Green Weeks

Last year, we launched a new employee interest group open to all Dynatrace employees worldwide. The goal of the Green Team is to make a positive contribution to sustainability and environmental protection. We have Green Team ambassadors around the world who are focused on initiatives such as waste reduction and energy saving. Over the past year, the Green Team has evolved into a vibrant community with more than 350 members connected by Slack.

Earlier this year, the Green Team held Dynatrace's first-ever Green Weeks — a global sustainability initiative that engaged over 750 employees across 18 offices in 10 countries. Our Green Weeks increased environmental awareness, encouraged sustainable behaviors, and emphasized the shared responsibility of our global workforce.

The program included a wide range of events for employees to participate and contribute, such as:

- Virtual Green Talks
- Local clean-up/volunteer events
- Green commuting challenges
- Clothing swaps
- Recycling facility tours
- Zero-waste breakfasts
- Interactive vegan cooking classes

We believe the inaugural Green Weeks left participating Dynatracers inspired to make more sustainable choices at work and home.

Sustainability, customers, and the Dynatrace Platform

Over the past year, we continued to make strides in integrating sustainability into the Dynatrace platform's architecture and operations.

We transitioned to more efficient hardware, which we estimate has led to a 33% reduction in compute resources compared to our previous infrastructure, directly lowering our carbon emissions for a significant portion of our workloads.

We also continue to focus on identifying additional ways to optimize the networking aspects of the Dynatrace platform. By reducing the number of hops across networking devices, we have decreased resource requirements, further contributing to a reduction in our carbon emissions.

At Dynatrace, we have been using AI for over a decade, and we're familiar with the associated energy-related resource demands. To address this, we look for opportunities to use AI to optimize our own technology operations and to monitor and enhance AI-driven applications for our customers, which we believe can generate efficiency and performance improvements.

We believe these types of initiatives reflect our focus on operating an even more sustainable platform.

COST & CARBON OPTIMIZATION APP

To support our customers with their sustainability goals and empower IT operations with actionable insights, Dynatrace developed the Cost & Carbon Optimization app (formerly known as the Carbon Impact app), now certified by the Sustainable Digital Infrastructure Alliance (SDIA) for its accuracy and transparency in calculating greenhouse gas emissions across Amazon Web Services (AWS), Microsoft Azure, Google Cloud Platform (GCP), and on-premises environments. Over 200 customers used the app as of November 30, 2025.

The app translates infrastructure metrics into energy consumption and CO_2 equivalents, enabling real-time visibility into both cloud costs and carbon footprint.

With over 20% of monitored hosts reporting emissions data, the app helps teams identify optimization opportunities and align IT decisions with environmental impact—bridging sustainability strategies and FinOps in a single observability platform.

> As well as making us more resilient, Dynatrace gives us an amazing look into the CO_2 and energy consumption of our cloud environment. With those insights, we can make better and more eco-friendly decisions to become a more responsible business."
>
> — **Zurich North America**

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Governance and ethics

Governance and ethics are foundational to our sustainability programs and in supporting our company mission, purpose, vision, and values. We believe our practices help us earn and maintain the trust of our stockholders, customers, and other stakeholders.

In this section, we describe our approach to Board and corporate governance, how we manage risk with respect to data protection, privacy and cybersecurity, and technology disruptions, and some of the policies and procedures that we have in place to maintain our ethics and compliance standards. We also discuss our governance of AI in this section.

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Board and corporate governance

Our company's business and affairs are managed by or under the direction of our Board, acting on behalf of our stockholders. Our Board has delegated authority and responsibility to our company's officers to manage the company's day-to-day affairs. Our Board has an oversight role and does not perform or duplicate the tasks of the CEO or senior management.

Our Board currently consists of eight members, seven of whom are non-employee, independent directors. Our Chief Executive Officer is the only employee director. Our Board Chair is an independent director who is primarily responsible for overseeing the operations and affairs of our Board and acting as a liaison between management and our Board.

Our Board believes that having a mix of directors with complementary backgrounds is necessary to meet its oversight responsibilities. We believe our Board collectively possesses the experience and skills needed for Dynatrace's business and strategy.

Our Board has four standing committees:

- Audit

- Compensation

- Cybersecurity

- Nominating and Corporate Governance

Each of our Board committee members is independent. Each of our Board committee charters and other relevant governance policies can be found in the corporate governance section of our Investor Relations website.

Board of Directors highlights*

7 of 8 directors (87.5%)
Independent

100%
Board committee independence

Independent
Board Chair

Separate
CEO and Board Chair

1 director identifies as ethnically diverse

37.5%
Women

4.4 years
Average tenure

60.7
Average age
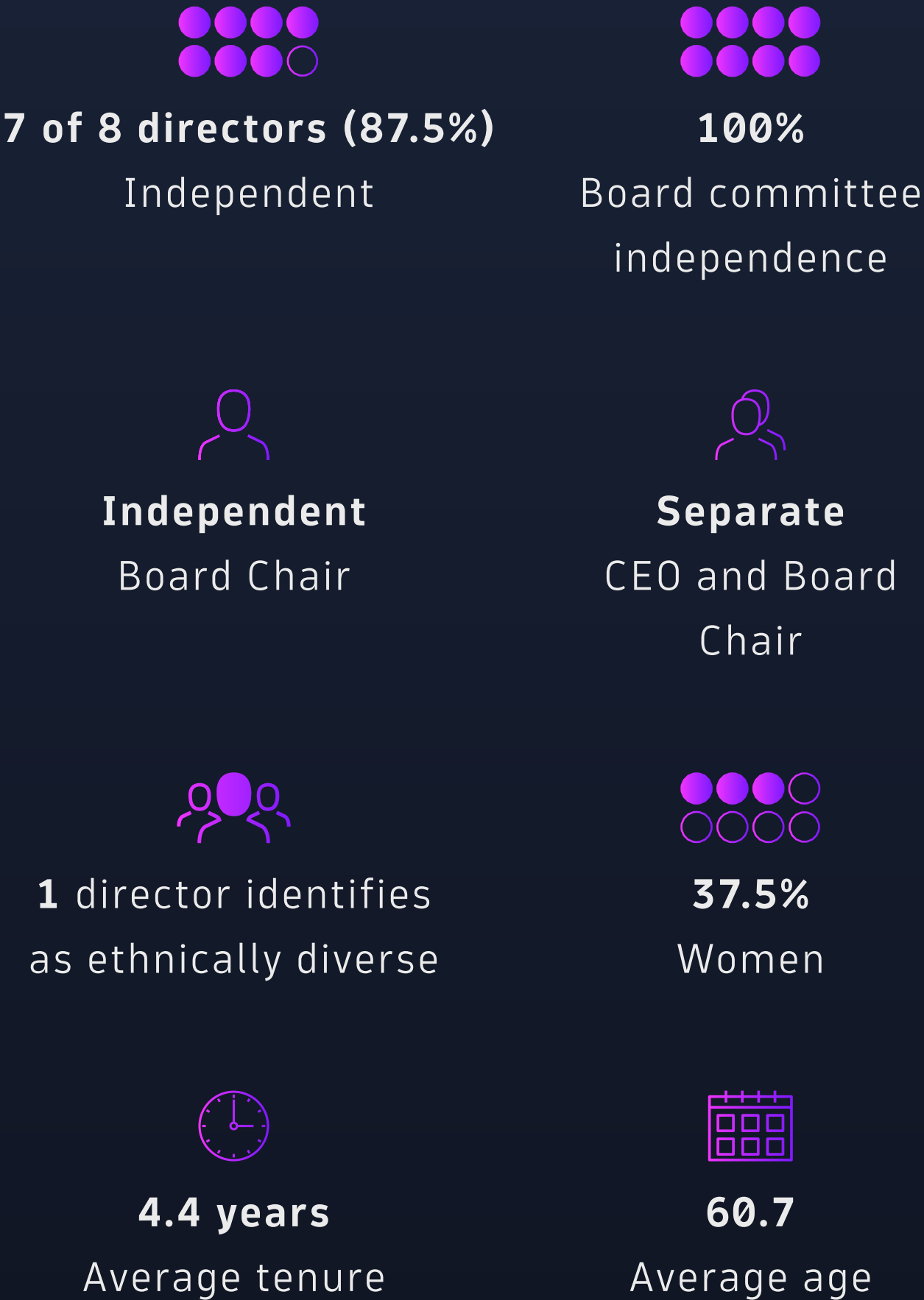
*As of November 30, 2025

RISK OVERSIGHT

Risk is inherent to every business. We face a number of risks, including risks relating to our financial condition, development, and commercialization activities, operations, strategic direction, and intellectual property. Dynatrace's management is responsible for the day-to-day management of risks we face, while our Board, as a whole and through its committees, has responsibility for the oversight of risk management. In its risk oversight role, our Board has the responsibility to satisfy itself that the risk management processes designed and implemented by management are adequate and functioning as designed.

The role of our Board in overseeing the management of our risks is conducted primarily through committees of the Board, as disclosed in the charters of each of the committees. The company has a comprehensive enterprise risk management (ERM) program to identify, prioritize as to likelihood and magnitude, and continuously monitor the various short-term and long-term risks that Dynatrace faces and how they are being addressed.

The full Board (or the appropriate board committee in the case of risks that are under the purview of a particular committee) discusses with management the company's major risk exposures, their potential impact on Dynatrace, and the steps that the company is taking to manage them. When a committee of our Board is responsible for evaluating and overseeing the management of a particular risk or risks, the chair of the relevant committee reports on the committee meeting to the full Board. This enables the Board and its committees to coordinate the risk oversight role, particularly with respect to risk interrelationships.
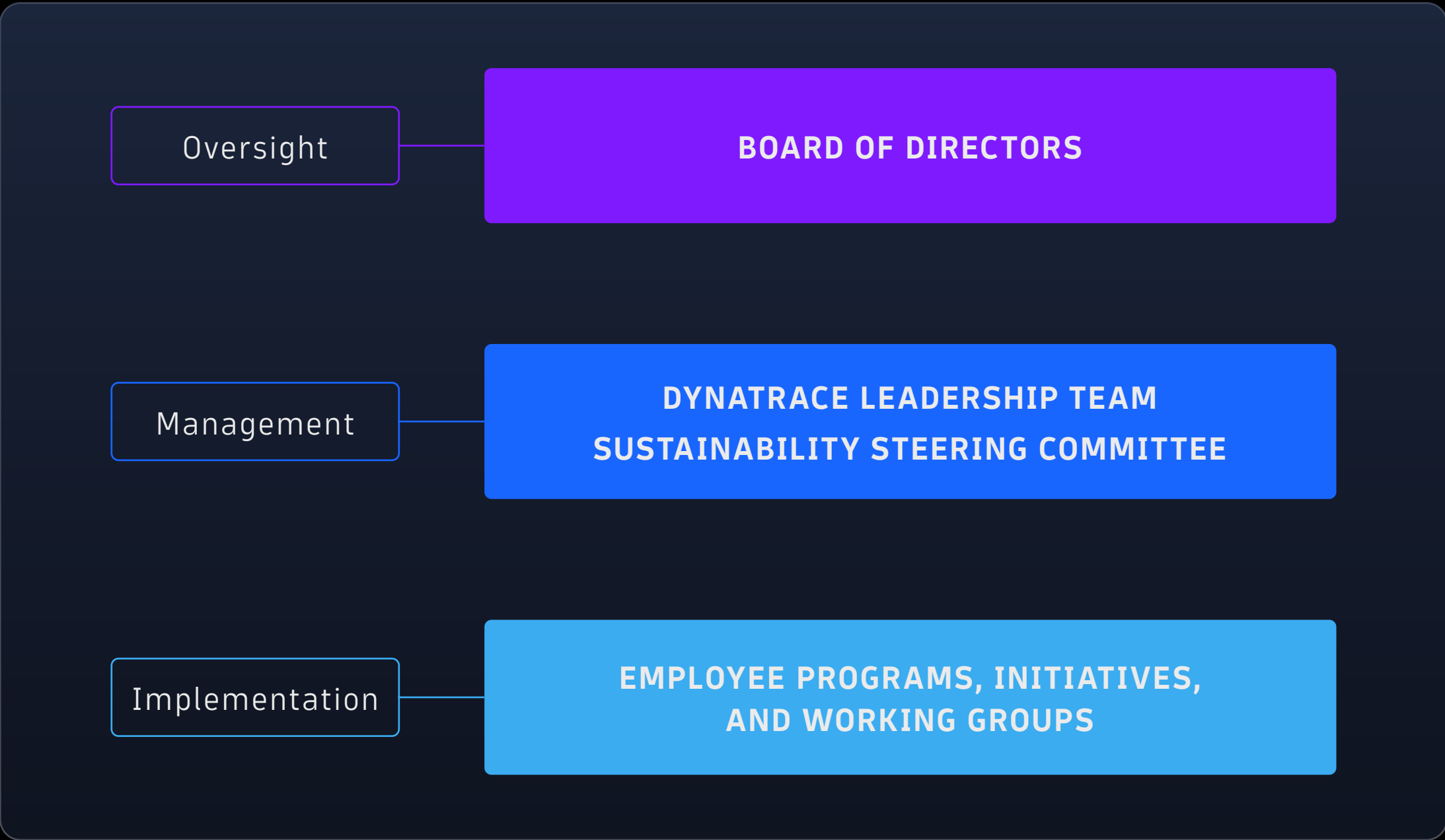
SUSTAINABILITY OVERSIGHT

Sustainability at Dynatrace is overseen by management as well as by our Board. Day-to-day sustainability action items, including data collection, strategy, and goal-setting activities, are led by sustainability initiative business owners across the company.

We have a cross-functional Sustainability Steering Committee that guides our approach and drives our initiatives. The Sustainability Steering Committee comprises representatives from key business areas, including Legal, People and Culture, Investor Relations, Product, and Marketing. This committee reports on our progress to the Dynatrace Leadership Team (which is led by our CEO) to align our sustainability strategy with our core business goals.

Oversight	BOARD OF DIRECTORS
Management	DYNATRACE LEADERSHIP TEAM SUSTAINABILITY STEERING COMMITTEE
Implementation	EMPLOYEE PROGRAMS, INITIATIVES, AND WORKING GROUPS

The table below shows how our top tier sustainability topics are overseen by the Board and three of its committees. The Nominating and Corporate Governance Committee provides primary oversight for our sustainability strategy, policies, practices, and related disclosures.

	BOARD	AUDIT	CYBERSECURITY	NOMINATING AND CORPORATE GOVERNANCE
Sustainability strategy, reporting, policies, and practices				✓
Board structure and composition				✓
Data privacy and security	✓		✓	
Employee composition, training, and development	✓			
Ethics and compliance	✓	✓	✓	
Talent attraction and retention	✓			
Workplace culture	✓			
Environmental initiatives and practices	✓			✓

Additional information on the composition and responsibilities of our Board and its committees and our corporate governance practices can be found in the Dynatrace FY25 annual report on Form 10-K, in the proxy statement for our 2025 annual meeting of stockholders, and in the corporate governance section of our Investor Relations website.

Data protection, privacy, and cybersecurity

DATA PROTECTION AND PRIVACY

Our customers trust us to help them innovate and operate more efficiently. Integral to this trust is our ability to help keep their data safe and to provide features in our platform that align to their data protection and privacy requirements.

As data protection and privacy regulations evolve in a fast-changing technology landscape with increasingly complex international data flows, we are continually investing in updated features for our Dynatrace platform.

In developing our products, we apply the principles of privacy by design and privacy by default. This enables customers to maximize the value that they get from Dynatrace within the framework of their compliance requirements. We design our offerings with flexible features to enable our customers to tailor their privacy controls to fit their requirements. Guidance on managing privacy controls is available on our website, with additional in-depth training available through Dynatrace University.

Dynatrace has physical, technical, and organizational procedures designed to safeguard our customers' data, with multiple layers of protection. Dynatrace relies on extensive automated testing for all new and existing product functionality, including privacy and data protection features in our platform.

Our comprehensive data protection and privacy strategy is overseen by a cross functional team of privacy professionals. Dynatrace privacy professionals lead day-to-day management and oversight of data privacy and protection, while privacy champions in operational teams are additional focal points for privacy by design in our business processes. Our principles-based global privacy program is at the core of our data privacy approach. Our online Privacy Notice details how we collect, store, use, and protect certain personal data, and how individuals can exercise their privacy rights.

We are part of the United States Data Privacy Framework Program. In recent years, we improved our data masking features and expanded our customers' ability to control their data.

Privacy- and security-by-design

At Dynatrace, we work to embody a privacy- and security-by-design approach. To learn more about our data protection, privacy, and cybersecurity practices and policies, and to access more information related to our compliance and certifications in these areas, please visit our Trust Center.

CYBERSECURITY

We have dedicated substantial resources to mitigate and manage cybersecurity risk. We have administrative, technical, and physical security measures in place, as well as policies and procedures to require third parties to whom we transfer data to implement and maintain appropriate security measures. We proactively employ multiple methods at different layers of our systems which are designed to defend against intrusion and attack and protect our data. We also consider emerging threats and challenges that we and other companies face as cybersecurity attacks grow in frequency and complexity.

Cybersecurity risk management is integrated within our ERM program, which identifies, prioritizes likelihood and magnitude, and continuously monitors the various short-term and long-term risks that Dynatrace faces and how they are being addressed. In developing our cybersecurity risk management program, we are informed by industry benchmarks and standards, including the cybersecurity framework created by the National Institute of Standards and Technology (NIST). We also have various security-related certifications and authorizations, including ISO 27001, SOC 2

Type II, FedRAMP and StateRAMP. More information on our security, compliance, and certifications can be found in our Trust Center.

We have an Information Security Office that is responsible for preventing, assessing, detecting, mitigating, and remediating cybersecurity risks. The Information Security Office, which is led by our Chief Information Security Officer (CISO), works cross-functionally with different business and corporate functions, as all Dynatrace employees are considered critical to our company's security. Our Information Security Office also partners with external organizations to maintain and enhance our cybersecurity systems and processes. Our Board of Directors and its Cybersecurity and Audit Committees are also involved in the oversight of our cybersecurity risk management.

TRAINING ON DATA PROTECTION, PRIVACY, AND CYBERSECURITY

We require employees and contractors to complete data protection and security awareness training in connection with onboarding and annually thereafter. These trainings cover a wide range of topics, including, but not limited to, ransomware, impersonation attacks, data handling and

privacy, fraud, phishing, and identity theft. From time to time, we also require supplemental training depending on an individual's role or job responsibilities. Our CISO also periodically presents on cybersecurity matters at company-wide meetings and with individual business and corporate functions.

![dynatrace logo]

Responsible AI

Our Davis® AI has been trusted by Dynatrace customers, including in highly regulated sectors, for almost a decade.

The recent surge in AI adoption across various industries has revolutionized processes, enhancing efficiency and innovation. This rapid integration of AI has brought significant risks such as biases, privacy concerns, and security threats.

RESPONSIBLE AI USE POLICY AND PRINCIPLES

At Dynatrace, we are committed to using AI responsibly, and we focus on practicing good governance that upholds ethical standards to mitigate these risks and foster trust. We maintain a Responsible AI Use Policy for use within Dynatrace and we post responsible AI principles on our website that discuss our approach to AI. Our approach allows users to understand how our AI, specifically Davis AI, derives its insights.

By embedding principles of data privacy and security into our AI framework, we empower organizations to maintain control over their data while minimizing risks associated with unauthorized usage. We believe this commitment not only enhances the reliability of our AI solutions but also fosters trust among our customers. We prioritize the elimination of bias in our AI algorithms by utilizing a unified observability platform that is designed to provide accurate and contextual data inputs.

Through this approach, we believe our AI can deliver actionable insights that are both fair and reliable. By focusing on responsible AI practices, we aim to optimize IT operations while promoting ethical standards in technology, ultimately contributing to a sustainable future for our industry and society as a whole.

AI, the Dynatrace platform, and our customers

We believe AI-powered observability is mission critical to software reliability and performance, especially in an evolving agentic world. We are taking preventative operations to the next level by leveraging an ecosystem of agents — both from Dynatrace and third parties — to take action to maintain software reliability, security, and performance.

As our customers and other organizations broadly adopt agentic AI themselves, we believe complexity will grow further, driving even greater need for a more scalable, autonomous approach.

Dynatrace is rapidly progressing toward a future where our AI-powered platform doesn't just observe, but empowers organizations through knowledge, reason, and action. We believe organizations that are leading the evolution of AI are partnering with Dynatrace as a foundation for smarter, faster, and more reliable IT operations.

Learn more about our use of AI in our News Center.

AI GOVERNANCE COUNCIL

We have an AI Governance Council made up of a cross-functional team of leaders who assign and oversee organizational accountability, decision rights, risks, policies and investment decisions for applying AI internally with a focus on trust, transparency, and diversity to reduce risks. Our AI Governance Council has incorporated elements of NIST's Risk Management Framework into our security evaluations.

AI IN THE BOARDROOM

The Dynatrace Board of Directors receives AI-related updates from management during the year as part of our governance and oversight processes. For additional information about AI at Dynatrace, please visit our website.

Accessibility of our products

Our efforts towards inclusivity also extend to our customers. At Dynatrace, we aspire to provide high-quality, accessible products and services that do not exclude anyone.

We consider a broad spectrum of users in our product development processes and address this inclusivity element through feature development and assistive technologies. Our development best practices and accessibility criteria align with Web Content Accessibility Guidelines 2.1 (WCAG 2.1) — the internationally recognized standard developed by the World Wide Web Consortium (W3C).

We work in conjunction with third-party vendors and tools to evaluate our accessibility approach against the WCAG standard, and we use the Voluntary Product Accessibility Template (VPAT) to document how our product conforms to a set of accessibility standards. The VPAT is used to create our Accessibility Conformance Report (ACR) which details our current accessibility status.

Our product accessibility journey at Dynatrace is continuous, and we are committed to iterative improvements toward WCAG 2.1 level A.A. compliance. Read more on the accessibility page of our website.

Technology disruptions

Providing continuous service through the Dynatrace platform is critical to our mission. We design our solutions, infrastructure, and business systems for resilience to counter systemic technology disruptions. Our global cloud focus and operational model help limit vulnerability to regional technology outages.

Our business continuity program seeks to ensure essential operations can be restored promptly, with clearly defined roles and responsibilities in the event of a critical incident.

Supply chain governance

We apply a robust vendor-management process to assess and monitor cyber risk before onboarding and throughout the relationship. Risk ownership is clearly defined and reviewed regularly. We also maintain independent certifications such as ISO 27001 and SOC 2 Type II, and publish security and continuity practices on our Trust Center for transparency and accountability.

Ethics and compliance

Adhering to high standards of ethics and compliance is instrumental to our success.

Ethical conduct is vital to building and maintaining the trust of our customers and business partners and delivering a world-class customer experience. It is equally important for shaping a safe, transparent, respectful, and thriving workplace culture that aligns with our mission, purpose, vision, and values.

CODE OF BUSINESS CONDUCT AND ETHICS

Our Code of Business Conduct and Ethics applies to our directors, officers, and employees worldwide — at every level. Our Code sets out our expectations for standards of conduct based on integrity in our business practices and workplace environment.

Our employees must complete and acknowledge annual training on our Code and related corporate policies. In addition, our Ethics & Compliance Office collaborates with numerous stakeholders to design and implement risk-based internal controls which are intended to prevent and detect violations of our Code and policies.

In addition to our Code, we maintain global policies to further guide our commitment to ethics and compliance, which include the following:

- Anti-Bribery / Anti-Corruption Policy
- Corporate Communications Policies and Procedures
- Export Compliance Policy
- Global Data Protection Policy
- Human Rights Policy and a Modern Slavery and Human Trafficking Statement
- Information Security and Related Policies
- Insider Trading Policy
- Responsible AI Use Policy
- Social Media Policy
- Supplier and Partner Codes of Conduct

These policies are periodically reviewed and updated and are internally available to all Dynatracers through our online resource center.

In 2025, **Jeff Huang** joined Dynatrace as our new VP, Legal — Regulatory and Compliance to build upon Dynatrace's ethical business culture.

Jeff brings substantial experience developing, implementing, and driving global ethics and compliance efforts at other large, publicly listed companies.

RAISING QUESTIONS AND REPORTING CONCERNS

We expect and encourage Dynatracers to ask questions, seek guidance, and report potential violations of our Code and other policies. Employees can raise ethical and compliance questions through many channels — through their manager or other leaders, our People & Culture team, or our Global Ethics & Compliance Office (which is part of our Legal Team).

We also maintain an "EthicsPoint" portal accessible to Dynatracers and third parties. Concerns can be reported 24/7 online or by telephone. Reports are confidential and can be made anonymously as local laws permit. In accordance with our Code, we do not tolerate retaliation against those who raise a concern in good faith.

The Board's Audit Committee receives periodic reports and updates from our Chief Legal Officer (or their designee) regarding certain matters related to our Code and other policies.

HUMAN RIGHTS

We respect the fundamental rights, freedoms, and standards of treatment of all people, including women and minority groups, as outlined in the United Nations Universal Declaration of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work. Our respect for human rights is reflected in our values and outlined in our Human Rights Policy and in our Modern Slavery and Human Trafficking Statement.

Our Human Rights Policy guides our commitment to advancing inclusion and belonging within our organization, compensating employees fairly, respecting freedom of association and collective bargaining, and providing a safe, productive, and healthy workplace for Dynatracers. We prohibit all forms of forced labor, including child labor, modern slavery, and human trafficking.

HEALTH AND SAFETY

As part of our governance enhancements, we introduced a comprehensive Health and Safety Policy aligned with ISO 45001:2018 standards. The policy is implemented through a global health and safety management system and overseen by senior management. This governance-driven approach allows health and safety performance to be reviewed periodically. The new policy reflects our focus on aligning our safety culture and systems with international best practices.

SUPPLY CHAIN MANAGEMENT

We believe our vendors, contractors, subcontractors, consultants and other service providers should reflect our commitment to conducting our business in an ethical, legal, and environmentally and socially responsible manner. Through our procurement practices, we strive to do business with third parties that share our values, including requirements relating to human rights and modern slavery.

Our Supplier Code of Conduct defines the business practices we require of our suppliers, and we conduct due diligence to identify human rights risks to people in our business and supply chain. We are committed to taking corrective action if we identify adverse human rights impacts resulting from, or caused by, our business activities.

We continue to build out our global procurement function to streamline and consolidate our supply chain as part of developing a strategy to better engage and monitor our suppliers' alignment with our sustainability goals.

Looking ahead

In FY26, we are focusing on deepening and expanding our range of sustainability initiatives. We continue to engage with stakeholders to obtain their feedback and insights as we continue to develop and build on our sustainability plans and roadmap.

We look forward to sharing our progress in future updates as we move towards a more ethical, equitable, and sustainable future for all.

SASB and GRI disclosures

SASB Index

The table below references SASB's Software & IT Services Sustainability Accounting Standard, Version 2023-12, which is most relevant to our operations.

SASB Topic	Metric	Response
Environmental Footprint of Hardware Infrastructure		
TC-SI-130a.1	Total energy, percentage renewable	Dynatrace does not currently report on total energy usage but may evaluate this further in the future.
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	Dynatrace does not currently report on water withdrawn/consumed but may evaluate this further in the future.
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for datacenter needs	Dynatrace does not operate any datacenters and utilizes cloud infrastructure hyperscaler providers, such as Amazon Web Services, Microsoft Azure, and Google Cloud Platform, which have renewal energy targets or are already powered by renewable energy.
Data Privacy & Freedom of Expression		
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Pages 35 of this report; Dynatrace Trust Center
TC-SI-220a.2	Number of users whose information is used for secondary purposes	Dynatrace primarily serves corporate and government customers in a B2B environment. As Dynatrace is not focused on using this information for secondary purposes, we believe this information is not relevant to this report.
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Dynatrace did not have any monetary losses as a result of legal proceedings associated with user privacy in our FY25.
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	Dynatrace primarily serves corporate and government customers in a B2B environment. We believe this information is not relevant to this report.
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Dynatrace's offerings are subject to applicable trade sanctions and export control laws, rules and regulations. We are not aware of any countries where our core products or services are subject to government-required monitoring, blocking, content filtering, or censoring.

SASB Topic	Metric	Response
Data Security		
TC-SI-230a.1	(1) Number of data breaches; (2) percentage that are personal data breaches; (3) number of users affected	Dynatrace is required to disclose any material cybersecurity incident in a filing with the SEC. There have been no such incidents in FY25.
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Pages 35–36 of this report; Dynatrace Trust Center; FY25 Annual Report (Risk Factors)
Recruiting and Managing a Global, Diverse & Skilled Workforce		
TC-SI-330a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	Pages 18–19 of this report
Intellectual property protection and competitive behavior		
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Dynatrace did not have any monetary losses as a result of legal proceedings associated with anti-competitive behavior in our FY25.
Managing systemic risks from technology disruptions		
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	FY25 Annual Report (Risk Factors)

GRI Index

The table below references the following GRI Standards: GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021, GRI 302: Energy 2016, GRI 305: Emissions 2016, and GRI 405: Diversity and Equal Opportunity 2016.

Disclosures		References & responses
GRI 2-1 Organizational details		
2-1 a	Legal name	Dynatrace, Inc.
2-1 b	Nature of ownership and legal form	FY25 Annual Report
2-1 c	Location of headquarters	Boston, Massachusetts, United States
2-1 d	Countries of operation	Page 26 of this report https://www.dynatrace.com/company/locations
GRI 2-2 Entities included in the organization's sustainability reporting		
2-2 a	List all its entities included in its sustainability reporting	Dynatrace, Inc. and its subsidiaries
2-2 b	Differences between the list of entities included in its financial reporting and the list included in its sustainability reporting (if applicable)	N/A

Disclosures		References & responses
GRI 2-3 Reporting period, frequency and contact point		
2-3 a	Reporting period for, and frequency of, its sustainability reporting	Page 6 of this report Dynatrace plans to produce an annual sustainability report.
2-3 b	Reporting period for its financial reporting	FY25 Annual Report and 2025 Proxy Statement
2-3 c	Publication date of the report or reported information	December 19, 2025
2-3 d	Contact point for questions about the report or reported information	sustainability@dynatrace.com
GRI 2-4 Restatements of information		
2-4	Report restatements of information made from previous reporting periods and explain (i) the reasons for the restatements; and (ii) the effect of the restatements.	N/A
GRI 2-6 Activities, value chain and other business relationships		
2-6 a	Sector(s) in which it is active	FY25 Annual Report
2-6 b	Value chain description	FY25 Annual Report
2-6 c	Other relevant business relationships	FY25 Annual Report and 2025 Proxy Statement
GRI 2-7 Employees		
2-7 a	Total number of employees, and a breakdown of this total by gender and by region	Page 18 of this report

Disclosures		References & responses
GRI 2-9 Governance structure and composition		
2-9 a	Governance structure description, including committees of the highest governance body	2025 Proxy Statement
2-9 b	List of committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment, and people	Page 34 of this report, 2025 Proxy Statement
2-9 c	Composition of the highest governance body and its committees	2025 Proxy Statement, Board Committees
GRI 2-10 Nomination and selection of the highest governance body		
2-10 a	Nomination and selection processes for the highest governance body and its committees	2025 Proxy Statement
2-10 b	Criteria used for nominating and selecting highest governance body members	2025 Proxy Statement
GRI 2-11 Chair of the highest governance body		
2-11 a	Report whether the chair of the highest governance body is also a senior executive in the organization	2025 Proxy Statement
GRI 2-12 Role of the highest governance body in overseeing the management of impacts		
2-12 a	Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development	Page 34 of this report; 2025 Proxy Statement; Nominating and Corporate Governance Committee Charter, page 3
2-12 b	Describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people	Page 34 of this report; 2025 Proxy Statement; Nominating and Corporate Governance Committee Charter, page 3

Disclosures		References & responses
GRI 2-13 Delegation of responsibility for managing impacts		
2-13 a	Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people	Pages 32–34 of this report; 2025 Proxy Statement
GRI 2-14 Role of the highest governance body in sustainability reporting		
GRI 2-14	Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information	Pages 32–34 of this report; 2025 Proxy Statement
GRI 2-15 Conflicts of interest		
2-15 a	Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated	Corporate Governance Guidelines, pages 1–2
2-15 b	Report whether conflicts of interest are disclosed to stakeholders	2025 Proxy Statement
GRI 2-16 Communication of critical concerns		
2-16 a	Describe whether and how critical concerns are communicated to the highest governance body	2025 Proxy Statement
GRI 2-19 Remuneration policies		
2-19 a	Describe the remuneration policies for members of the highest governance body and senior executives	2025 Proxy Statement
GRI 2-20 Process to determine remuneration		
2-20 a	Describe the process for designing its remuneration policies and for determining remuneration	2025 Proxy Statement
2-20 b	Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable	2025 Proxy Statement

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Disclosures		References & responses
GRI 2-21 Annual total compensation ratio		
2-21 a	Report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	2025 Proxy Statement
2-21 c	Report contextual information necessary to understand the data and how the data has been compiled	2025 Proxy Statement
GRI 2-22 Statement on sustainable development strategy		
2-22 a	Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development	Page 3 of this report; 2025 Proxy Statement
GRI 2-23 Policy commitments		
2-23 a	Describe its policy commitments for responsible business conduct	Code of Business Conduct and Ethics; Supplier Code of Conduct; Modern Slavery and Human Trafficking Statement
2-23 b	Describe its specific policy commitment to respect human rights	Human Rights Policy; Modern Slavery and Human Trafficking Statement; Code of Business Conduct and Ethics
2-23 c	Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this	Item 2-23 b
2-23 d	Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level	Dynatrace's policy commitments are reviewed and approved by either the Dynatrace Board or one of its committees and/or appropriate senior leadership at the company.
2-23 e	Report the extent to which the policy commitments apply to the organization's activities and to its business relationships	Information is listed in each respective policy.
2-23 f	Describe how the policy commitments are communicated to workers, business partners, and other relevant parties	Dynatrace's policy commitments referred to above are publicly available on the company's website.

Disclosures		References & responses
GRI 2-25 Processes to remediate negative impacts		
GRI 2-25 a	Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to	Code of Business Conduct and Ethics, page 7–9
GRI 2-25 b	Describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in	Code of Business Conduct and Ethics, pages 7–9
GRI 2-26 Mechanisms for seeking advice and raising concerns		
2-26 a	Describe the mechanisms for individuals to seek advice on implementing the organization's policies and practices for responsible business conduct and raise concerns about the organization's business conduct	Code of Business Conduct and Ethics, pages 7–9; Ethics & Compliance webpage
GRI 2-29 Approach to stakeholder engagement		
GRI 2-29	Describe its approach to engaging with stakeholders	Page 9 of this report; 2025 Proxy Statement
GRI 3-1 Process to determine material topics		
3-1 a	Describe the process it has followed to determine its material topics	Page 8 of this report; 2022 ESG Materiality Update, pages 5–6
3-1 b	Specify the stakeholders and experts whose views have informed the process of determining its material topics	Page 8of this report; 2022 ESG Materiality Update, page 5
GRI 3-2 List of material topics		
GRI 3-2 a	List its material topics	Page 8 of the Dynatrace FY24 Sustainability Report

Disclosures		References & responses
GRI 3-3 Management of material topics		
3-3 a	Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	This report generally covers the management approach to each material topic (the three pillars of our sustainability program).
3-3 c	Describe its policies or commitments regarding the material topic	Code of Business Conduct and Ethics; Supplier Code of Conduct; Human Rights Policy; Corporate Governance Guidelines
3-3 d	Describe actions taken to manage the topic and related impacts	This report generally covers the management approach to each material topic (the three pillars of our sustainability program).

Topic-Specific Disclosures		References & responses
GRI 305 Emissions 2016		
GRI 305-1	Direct (Scope 1) GHG emissions	Pages 23–24 of this report
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Pages 23–24 of this report
GRI 305-3	Other indirect (Scope 3) GHG emissions	Pages 23–24 of this report
GRI 305-4	GHG emissions intensity	Page 25 of this report
GRI 405 Diversity and equal opportunity 2016		
GRI 405-1	Diversity of governance bodies and employees	Pages 18–19 and 32 of this report; 2025 Proxy Statement

Additional Information

FORWARD-LOOKING STATEMENTS

This report includes certain "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our sustainability strategy, initiatives, and plans. These forward-looking statements include, but are not limited to, plans, objectives, expectations and intentions and other statements contained in this report that are not historical facts and statements identified by words such as "will," "expects," "anticipates," "intends," "plans," "believes," "seeks," "estimates" or words of similar meaning. These forward-looking statements reflect our current views about our plans, intentions, expectations, strategies and prospects, which are based on the information currently available to us and on assumptions we have made. Although we believe that our plans, intentions, expectations, strategies and prospects as reflected in or suggested by those forward-looking statements are reasonable, we can give no assurance that such plans, intentions, expectations, strategies, or prospects will be attained or achieved. Furthermore, actual results may differ materially from those described in the forward-looking statements and will be affected by a variety of risks and factors that are beyond our control including, without limitation, our ability to maintain our revenue growth rates in future periods; market adoption of our product offerings; continued demand for, and spending on, our solutions; our ability to innovate and develop solutions that meet customer needs, including through Davis AI; the ability of our platform and solutions to effectively interoperate with customers' IT infrastructures; our ability to acquire new customers and retain and expand our relationships with existing customers; our ability to expand our sales and marketing capabilities; our ability to compete; our ability to maintain successful relationships with partners; security breaches, other security incidents and any

real or perceived errors, failures, defects or vulnerabilities in our solutions; our ability to protect our intellectual property; our ability to hire and retain necessary qualified employees to grow our business and expand our operations; our ability to successfully complete acquisitions and to integrate newly acquired businesses and offerings; the effect on our business of the macroeconomic environment, associated global economic conditions and geopolitical disruption; and other risks set forth under the caption "Risk Factors" in our Annual Report on Form 10-K, subsequent Quarterly Reports on Form 10-Q, and our other filings with the U.S. Securities and Exchange Commission. We assume no obligation to update any forward-looking statements contained in this document as a result of new information, future events or otherwise.

OTHER DISCLOSURES

The information and data in this report are presented for informational purposes only. They are only as current as the dates indicated and may be superseded by subsequent events or for other reasons. Neither Dynatrace nor any of our affiliates assume any responsibility or obligation to update or revise any information, data, opinions or activities noted in this report. Certain information in this report relating to targets, goals, intentions or expectations, and related timelines, is subject to change, and no assurance can be given that such targets, goals, intentions or expectations will be met on the anticipated timelines or at all. Dynatrace may determine, in its discretion, that it is not feasible or practical to implement or complete certain of its sustainability initiatives based on cost, timing or other considerations.

The timing and content of future actions or updates are based on current expectations and are subject to change at our discretion.

Annual Recurring Revenue (ARR) is defined as the daily revenue of all subscription agreements that are actively generating revenue as of the last day of the reporting period multiplied by 365. We exclude from our calculation of ARR any revenues derived from month-to-month agreements and/or product usage overage billings.

Our GHG disclosures in this report are based on data, assumptions, estimates, methodologies, and measurement techniques that we believe are appropriate and reasonable. Our approaches may vary from those utilized by other companies and the selection of different, but acceptable approaches can result in materially different measurements. Data, assumptions, estimates, methodologies, and measurement techniques that we utilize to calculate GHG emissions data may evolve and change in the future.

Employee demographics data included in this report was derived from an internal system that our company's People and Culture team uses to collect this information on a voluntary, self-reported basis, in accordance with applicable law.

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GARTNER DISCLAIMERS

1. Gartner, Magic Quadrant for Observability Platforms, Gregg Siegfried, Matt Crossley, Padraig Byrne, Andre Bridges, Martin Caren, 7 July 2025

2. Gartner, Critical Capabilities for Observability Platforms, Matt Crossley, Gregg Siegfried, Padraig Byrne, Andre Bridges, Martin Caren, 8 July 2025

3. Gartner, Magic Quadrant for Digital Experience Monitoring, Padraig Byrne, Pankaj Prasad, DB Cummings, Martin Caren, and Tanmay Bisht, 27 October 2025. Gartner, Peer Insights Voice of the Customer for Digital Experience Monitoring, By Peer Contributors, 23 May 2025

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Contact us

We're interested in hearing from our stakeholders and members of our extended community as we strive to continuously improve our sustainability program. Please feel free to email any questions or comments on this report to sustainability@dynatrace.com.

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Dynatrace is advancing observability for today's digital businesses, helping to transform the complexity of modern digital ecosystems into powerful business assets. By leveraging AI-powered insights, Dynatrace enables organizations to analyze, automate, and innovate faster to drive their business forward. Learn more at www.dynatrace.com.

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