



CITRIX[®]



**Corporate
Citizenship**

Supporting our
Communities

Year in Review

Corporate Citizenship at Citrix

2017



Simply Give

Citrix matches donations up to 1,000 USD per employee per year, to qualifying nonprofits. Through the Dollars for Doers program, employees can volunteer on their own time and earn Cause Cards to donate to their favorite nonprofits.

Simply Serve

Employees receive 16 hours of paid volunteer time each year. The Global Day of Impact campaign kicks off every April, encouraging employees to team up and support causes they care about.

Service Officers

More than 70 Service Officers from around the world lead Corporate Citizenship programs in their local offices. They plan projects, recruit volunteers and provide employees with rewarding volunteer experiences. Highlighted throughout the brochure are seven Service Officers that were honored as Rock Stars in 2017.



Integrity

We act with honesty and hold each other accountable



Respect

We are open, inclusive and empathetic



Curiosity

We are continuously innovating, learning and improving



Courage

We dream big, and we are bold and selfless in pursuit of those dreams



Unity

We collaborate and win together

Citrix powers a world where people, organizations and things are securely connected and easily accessible so our customers and employees can make the extraordinary possible.

Last year, our volunteers supported K-12 STEM education and encouraged the next generation of girls and under-served groups to pursue careers in science and technology. Corporate Citizenship empowers employees around the world to support education initiatives in their communities in ways that are most meaningful to them.

During many corporate events, Citrix teams collaborated with customers and partners to drive significant impact for the greater good. In 2017, our employees helped families in need build a more stable, satisfying and rewarding work life, reinforcing a culture of service, action and leadership.



"Giving back is a core part of our culture at Citrix. It's amazing to see the impact we can make in our communities and around the world when our employees rally together to make change happen."

— Donna Kimmel,
Senior Vice President & Chief People Officer

Inspiring youth in the office

A great way to engage youth in technology is to bring them to our offices and show them what it means to work in the technology industry. Offices across the globe helped students succeed through a variety of onsite volunteering events focused on education.



Coding and Robotics Programs

Employees in Nanjing, China held a robot programming summer camp with the Modern Express charity. They invited 16 children to the Citrix R&D office. Students learned about programming and sensor technology.

Speed Mentoring

From high school students to technical college graduates, employees in six different offices hosted over 250 students in fast-paced speed mentoring sessions tailored to inform and inspire youth to consider a career in technology.



Education Kits

Hands-on learning allows students to experience science and technology in new and creative ways. Partnering with local nonprofits such as Resource Area for Teaching and Marbles Kids Museum, employees helped pack thousands of kits, which were donated to local classrooms.



"Volunteering is a great way to make a difference, both large and small. You feel connected to the community and the causes you are supporting, with the added bonus of building stronger connections with your co-workers, family or friends."

Britney Mardany
Administrative Assistant, Burlington, U.S.

Cultivating the next generation of change makers

We partner with nonprofit initiatives that empower girls and under-served groups to open their minds to the possibilities of a career in technology. Employees volunteer as role models and mentors, and we welcome students to our offices for a real world look into their potential career.



Girls in Tech Events in Cambridge, UK

Students visited the Citrix office and participated in activities, such as speed mentoring, binary coding, setting up a network, virtual volunteering, and even received a presentation from a Ph.D. student that works for a tech start-up.



"To me, volunteering is all about taking initiatives to make a difference in someone's life. It is the willingness to serve without any pursuit of recognition or any benefit."

Tarika Tanushree
Sr. Software Test Engineer, Bangalore, India

We invite students to our offices to experience life inside a technology company. Throughout the day, they meet with Citrix employees to learn about future career opportunities.

"By Citrix introducing coding, and the potential of a career in technology, we provided exposure to a world of endless opportunity. These 'superhero' girls, who have already achieved so much, can move our world of technology to new places we could never imagine!"

—Annie Brown,
Director of Diversity & Inclusion



Girls Who Code Immersion Course

We sponsored a group of 19 high school seniors who immersed themselves in a seven-week coding program. Citrix engineers visited the participants at Florida International University to share about their jobs and provide advice about preparing for an exciting career in technology.

The participants were also invited to our Fort Lauderdale office to learn what makes Citrix a leader in the information technology sector. We presented our core values and journey as a company because we wanted these students to envision their future jobs, not just as a place to work, but as an opportunity to make an impact on the world.

Triangle Scholarships

Five scholarships were awarded to outstanding college students who are working toward STEM or Computer Science degrees at historically black colleges. Students were also paired up with volunteer employee mentors to help them reach their goals.

Partnering to support the community at corporate events

Bringing customers and partners together helps build our relationships, while making a collective impact in the community.

Synergy: Building Battle Bots

Partnering with the Heart of Florida United Way and IcedDev Consulting, we hosted a program for 30 middle school students from Meadow Brook Middle School to join employees, customers and partners for a three-hour session of building and battling robots. Our social media team got in on the action with a challenge to tweet the news. For every post on social media we donated 1 USD to the United Way. At the end of the week, we were proud to support the nonprofit with a 51,452 USD donation!



"At first, I thought that programming the robot was going to be hard, but it was actually easy. I really enjoyed competing against my peers to see who had the best robot. At the end of the day, I left with so much knowledge of programming."

— Alejandro Murillo-Sanchez
Team Rockin' Robos



ServTech: Packing the Essentials

This summer, ServTech attendees (employees and technical partners) from around the world packed 2,450 bags that supported people in need. Even though it only takes a few minutes to stuff bags with supplies, it means the world to those on the receiving end. In Austin, Texas, 450 school backpacks stuffed with supplies were delivered to local foster children. In Helsinki, Finland, 1,500 relief bags were packed with staple food items and basic hygiene supplies. And in Bangkok, Thailand, school books were hand made from recycled paper and added to 500 bags of school supplies for rural children.



Summit: Promoting Hands-On Learning

Employees and partners participated in Simply Serve @ Summit, volunteering small amounts of time that made a big difference. They assembled 1,000 literacy and STEM kits, and spun the Wheel of Good Fortune to earn prizes, while granting wishes to participating schools.



"Volunteering is a state of mind that is reflecting who you are as a person; that you are kind and caring about others and try to find ways to help others. It is about caring about something else without the expectation to gain something in return."

Malou Ekblom
Marketing Manager, Stockholm, Sweden

Total Community Investment

2017
Year in Review



Simply Give

Where we donate:



HEALTH

22%



OTHER

22%



EDUCATION

21%



LOW INCOME

19%



DISASTER RELIEF

11%



ENVIRONMENT

1%

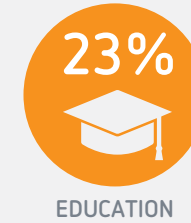
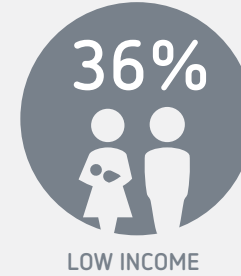
541,665 USD
employee donations (matched by Citrix)

1,769,242 USD
total community investment

688
charities supported by donating

Simply Serve

Where we volunteer:



402
charities supported by volunteering

2,984 people volunteered (up 6% from last year)

30,343 volunteer hours (up 18% from last year)

Sustainability

40.8 metric tons of greenhouse gas emissions avoided through the use of electric vehicle charging stations = the equivalent of planting 1,556 trees and letting them grow for 10 years

at Citrix India

80% renewable energy, using wind and solar in the Bangalore Dynasty office

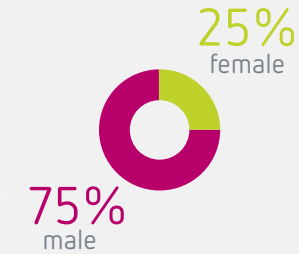
48% reduction in food waste across two offices in Bangalore
50% reduction in water usage



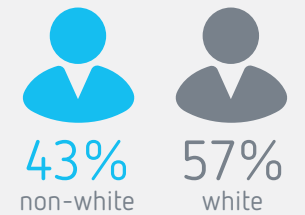
In Santa Clara, half of the power used to charge electric vehicles comes from renewable sources like solar panels.

Diversity

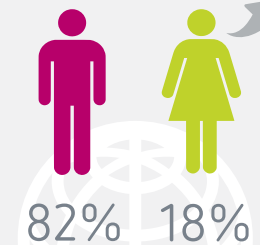
Overall gender distribution



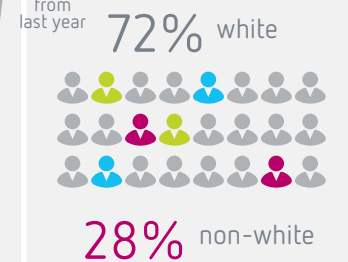
U.S. ethnicity



Executive level gender distribution



U.S. executive level ethnicity



Supporting communities that have forever changed

We pride ourselves on being a valued partner in our communities. When hurricanes Harvey, Irma and Maria devastated parts of Texas, Florida and the Caribbean, our employees were there to lend a hand. Employees around the world also supported the disaster relief efforts by donating a collective 200,000 USD.



Hurricane Maria, Puerto Rico

Maria ripped through Puerto Rico, causing massive damage to homes and the electric grid. Our office and all employees made it out okay, but they immediately jumped into action, helping those in need around them. Emilio Fuentes was one of those employees, seen here working with his neighbors to clear the roads and remove fallen trees from the houses.



Hurricane Harvey, Texas

Harvey was the wettest storm on record in the United States. The storm caused massive flooding, displacing more than 30,000 people and destroying thousands of homes in Houston, Texas. After the flood waters receded, employees in Dallas partnered with the Baptist Convention Disaster Relief organization and spent two days cleaning out and repairing damaged homes.



Hurricane Irma, Florida

Irma's high winds and rain caused widespread and catastrophic damage in the northeastern Caribbean and the Florida Keys. The storm literally hit too close to home, damaging several employees' properties. Employees immediately stepped up to help the community by raising funds and traveling to the Florida Keys to rebuild a fellow Citrite's home.



"It means so much to be able to do something that can help people, both in the long run but also if there's an immediate need. I believe it strengthens us as human beings to show that we care about each other and not only ourselves."

Cecilia Valenta
Sr. Inside Sales Representative, Stockholm, Sweden

Going above & beyond: Citrix heroes

Ryan Snedigar Hurricane Harvey Relief Efforts

In the aftermath of Hurricane Harvey, Ryan started collecting supplies and funds for flood relief. His goal was to fill up his pickup truck and drive to Houston to help first responders dealing with the devastation. With financial support from co-workers and customers reaching 15,000 USD, he filled two U-Haul trailers full of supplies for those in need.



Roger Cruz Hurricane Maria Relief Efforts

In the aftermath of Hurricane Maria, getting supplies to Puerto Rico was almost impossible. When transportation logistics fell through for a Boston church's disaster relief drive, Roger Cruz found a way to deliver 35,000 lbs of donations to 1,800 families in Puerto Rico in less than a week.



Rich Meesters Biking to Fight Cancer

In September 2017, Rich rode his bicycle over 2,500 km across Canada in the National Kids Cancer Ride. Along with 41 other National Riders, the group raised more than 1.2 million USD—all of the funds went directly to childhood cancer research in Canada.



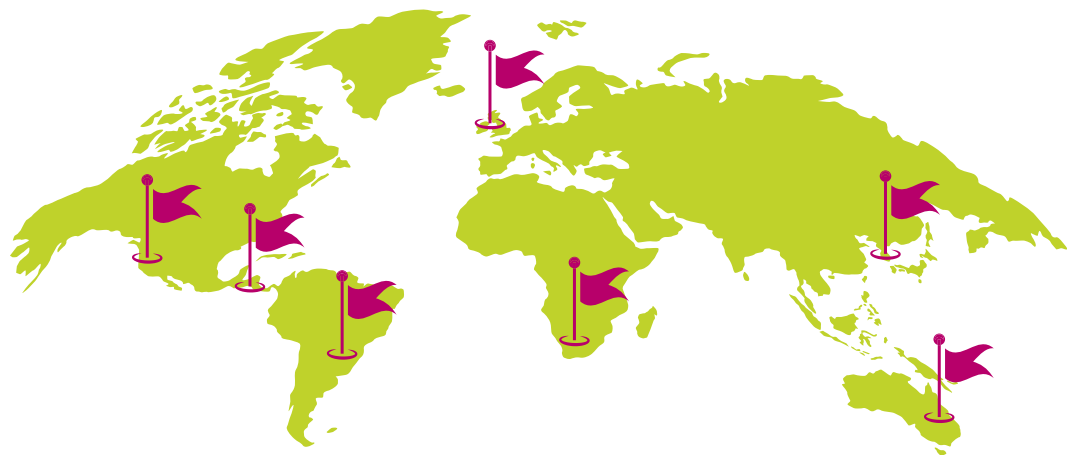
Jim Griffin Best Buddies Challenge

Jim rode in the 100-mile Best Buddies Challenge from Boston to Cape Cod, Massachusetts. The Best Buddies Challenge supports a global volunteer movement that creates opportunities for one-to-one friendships, integrated employment and leadership development for people with intellectual and developmental disabilities.



Citrix volunteers: service without boundaries

Employees from around the world join together during our annual Global Day of Impact campaign to truly make change happen. From providing light to children in Africa to building homes in rural neighborhoods, together, we strive to be a positive role model in our communities.



Santa Clara, United States

In partnership with Turning Wheels for Kids, employees teamed up to assemble 20 bicycles, which were distributed to local children in need.



Peninsula de Osa, Costa Rica

The Costa Rica team joined together for Christmas and “adopted a grandparent,” bringing presents, breakfast, healthy snacks and lots of love to one of Costa Rica’s main nursing homes. Employees spent the day serving them, helping them open their presents and simply listening to their great stories.



São Paulo, Brazil

Hard work didn’t deter the employees in Brazil who, over the course of two weekends, built two emergency homes in a small community in São Paulo. Working with the nonprofit Teto Brasil, they did everything from construction to painting projects.



Dublin, Ireland

The Cloud Adoption Services team partnered with Inner City Helping Homeless to donate and distribute shoe boxes full of supplies to homeless people in Dublin.



Seoul, South Korea

Without electricity it can be hard to get your school work done. Employees in Korea built flashlights with the Flashes of Hope nonprofit, which brings light to children in rural Africa.



Johannesburg, South Africa

In collaboration with Citrix technology partners, employees donated school shoes, clothing, non-perishable foods and blankets to local children’s homes.



Sydney, Australia

Lending a helping hand during the holidays, the team in Sydney helped the Smith Family Christmas Appeal by purchasing and delivering 100 gifts for children ages 3 to 12.



“Volunteering is just something I do, a lot. It is not an obligation or a way to get away from everyday tasks. It is what drives me and is my passion. I am very grateful for the things I have been given in life—opportunities, health and security—so I want to pass those things on to others that are in need or struggling.”

Nicole Budde
Sr. HRIS Analyst, Raleigh, North Carolina

Teams raise funds to fight cancer

October and November is a time for employees to focus on taking care of themselves and the community through a unified campaign called "Impact Health, Get Involved." Through creative fundraising campaigns, global teams united for Pinktober, with a focus on women's cancers, and Movember, supporting the men.



Citrix was honored to receive the first place prize in the 2017 Corporate Social Responsibility Awards hosted by PR Daily Communications. The "Impact Health, Get Involved" program was recognized as an innovative internal communications campaign that successfully engaged employees with measurable results.



**IMPact Health
Get INVolved**



Portraits for a Purpose

Putting the FUN in fundraising, teams in the United Kingdom, France and the Netherlands posed for fun portraits, raising money to support breast cancer research.

Patras Goes Pink

In Greece, employees participated in the Pink Walk, supporting nonprofit ALMA ZOIS, to raise funds for women's health.



Changing the Face of Men's Health

In November, 10 international teams supported men's health, raising over 27,000 USD. The Raleigh team (pictured to the left) raised the most money by rallying the office in a variety of creative ways, including selling moustache-themed socks and developing a creative game of employee moustache bingo.



"I would like to share this quote that keeps me motivated: 'I am only one, but I am one. I cannot do everything, but I can do something. And I will not let what I cannot do interfere with what I can do.'"

Cristina Pardo
Regional Manager, Chalfont, United Kingdom

Harnessing the power of human difference

Citrix employees have a variety of backgrounds, perspectives and beliefs. They contribute their experience and talent to a team united by a shared vision and core values.



Best Place to Work for LGBTQ Employees

Citrix was named a Best Place to Work for LGBTQ Employees for the second year in a row by the Human Rights Campaign, the largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer Americans. We proudly support non-discrimination workplace protections, domestic partner benefits and gender transition programs.



Celebrating Diversity Through Employee Resource Groups

A formal Employee Resource Group (ERG) program was launched in 2017, supporting employee-driven groups with similar interests. ERGs are important to our Diversity and Inclusion efforts by addressing career development, mentoring, advocacy, networking and other key areas for diverse groups. In addition, they give back to Citrix by connecting us around the globe, improving our workforce representation, and providing awareness and feedback that makes us better as a company and a steward in the communities we serve.



"Volunteering is an opportunity to know the world more. There are many different people, cultures and ways of life and I can see a small part of them by volunteering."

Mitsuko Narikiyo
Lead HR Generalist, Tokyo, Japan

Supporting environmental causes

Citrix products enable companies to reduce their carbon footprint by creating a secure software-defined workspace for their employees. This means fewer devices, reduced infrastructure and less real estate with data centers. Our employees also set an example by promoting in-house recycling efforts, participating in commuter programs and spending their volunteer time helping environmental nonprofits.

Over eight million tons of plastic are dumped into our oceans every year, and lots of that washes up on our beaches. Employees in Fort Lauderdale spent the day helping the cause by removing hundreds of pounds of plastic and debris from a local beach.



“We cannot underestimate the idea of making change happen for those in need, especially at a time when those in need may be overwhelmed by the scope of their challenge.”

—George Hefty, a Citrix employee and volunteer whose home was significantly damaged after Hurricane Irma



Citrix (NASDAQ:CTXS) aims to power a world where people, organizations and things are securely connected and accessible to make the extraordinary possible. We help customers reimagine the future of work by providing the most comprehensive secure digital workspace that unifies the apps, data and services people need to be productive, and simplifies IT's ability to adopt and manage complex cloud environments. Citrix solutions are in use by more than 400,000 organizations including 99 percent of the Fortune 100 and 98 percent of the Fortune 500. For fiscal year 2017, Citrix reported annual revenue from continuing operations of \$2.82 billion.