

# Corporate Social Responsibility at Citrix | 2021 Year in Review



# Caring for our communities

As you read our 2021 Corporate Social Responsibility report, you'll see one of the biggest reasons we love working here: Citrites genuinely care about each other and their communities. Even though the pandemic persisted and most employees continued working from their individual homes, we maintained connection with each other through giving, volunteering, and advancing our diversity and sustainability initiatives. In a year of change, we were consistent in our continued commitment to our communities.

You can read about some of our new programs, including our Citrix Employee Relief Fund, which offers support for colleagues facing financial hardship from personal crises,

and our Environmental, Social, and Corporate Governance (ESG) metrics that are helping us hold ourselves accountable to our goals.

I'm proud of the numbers you'll see in this report, and I'm even more proud of all the people who made them possible. Their stories show courage, creativity, and compassion, and I invite you to read more in the following pages.

Donna Kimmel,  
Executive Vice President  
and Chief People Officer



## Integrity



We are accountable, honest, and ethical

## Respect



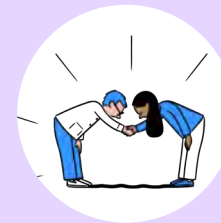
We are inclusive, embrace empathy, and deeply value our differences

## Curiosity



We are aspirational, continuously learn, and innovate

## Unity



We trust each other, collaborate, and win together

## Courage



We dream big, share our voices, and take calculated risks

# Citrix Gives

## Total community investment and impact

**995,040 USD**

Employee donation



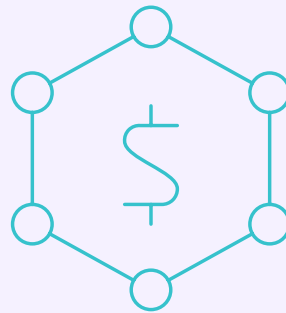
**2,377,974 USD**

Citrix matching and corporate donations



**659,318 USD**

Office fund allocation



Total Donations

**4,032,332 USD**



**1,850**

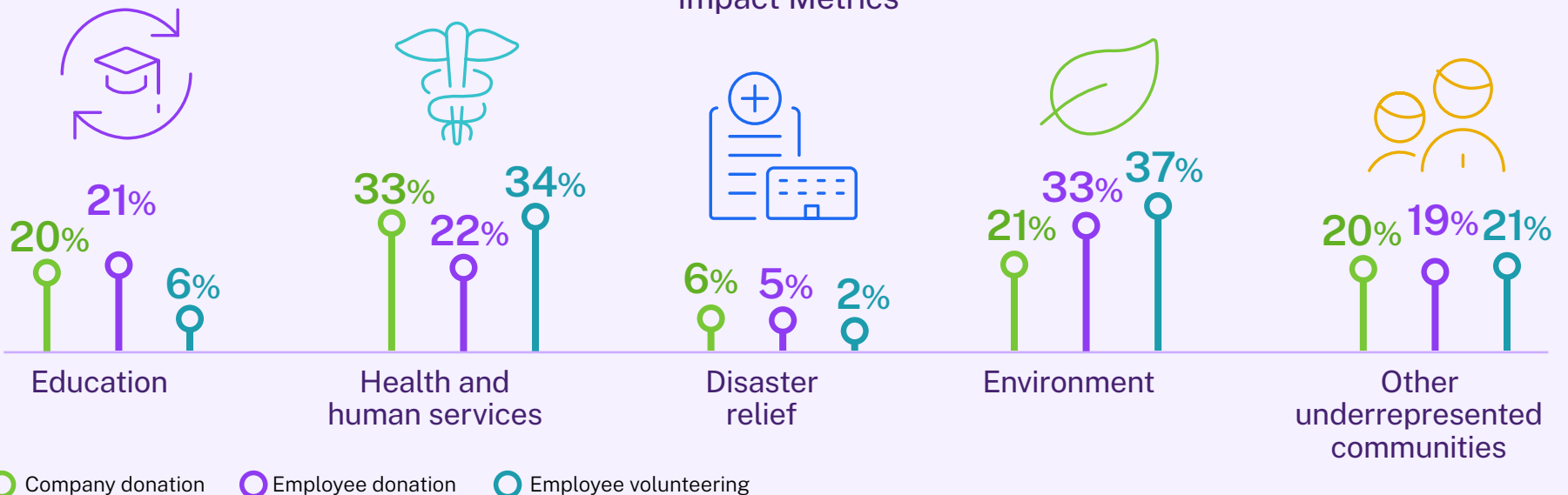
Nonprofits served

**2,804 (30%)**

Employees engaged



### Impact Metrics



In 2021, Citrix matched employee donations up to 2,000 USD per employee to qualifying nonprofits. Through the Dollars for Doers program, employees who volunteered on their own time earned Charitable Gift Cards to donate to the charities of their choice.

## Highlights

- We launched a new and improved [Corporate Citizenship website](#) for an enhanced volunteering and donating experience for our employees. This new platform is intuitive and flexible in terms of giving. It provides additional donation currencies, enhanced global capabilities, and extends support to more vetted nonprofits and non-governmental organizations that are eligible to receive employee contributions and the Citrix matching donation.
- Every April for our Global Day of Impact (GDI), we come together to volunteer and raise funds for causes they care about and make an impact across the globe. This year Joe Kim, Executive Vice President and Chief Product and Technology Officer, kicked off this program by sharing his personal story of volunteering. More than 100,000 USD was raised as part of the month long campaign.
- Year-end giving — It has been another challenging year for people in the communities where we live and work, and as part of our year-end donation of 500,000 USD, Citrix made global contributions committed to helping people around the world who are dealing with food insecurity.



**1 million meals**  
donated in Asia



**1.5 million meals**  
donated throughout America



**1.75 million meals**  
donated to a variety of  
foodbanks in Europe

- Citrites globally curated 26 fundraising campaigns to support 80 nonprofits which were meaningful to them or were supportive of their respective Employee Resource Group (ERG).
- Close to 40,000 USD was raised as part of Disaster Relief Campaigns around the globe.
- **#GivingTuesday** was successful again this year with over 32,000 USD raised by global Citrites and matched by Citrix.

# Employee Testimonials



“It’s great that Citrix matches employee donations to charitable causes, especially in today’s climate where these organizations need financial support more than ever to fight the injustices and hardships facing people all over the world.

I’ll be supporting Autism Speaks. My girlfriend is a special education teacher for K-2 students, working with children with developmental disabilities, including autism, so the cause is near and dear to us.”

**Scott Dawson, Raleigh, NC, Territory Manager – SMB Sales**

“I have always believed in sharing and caring. This program gives me the opportunity to do what I believe in, at a scale 2X. This will make a difference in someone’s life in addition to my wish.

Because of our current situation, I plan to give to organizations that will provide support for COVID-19 relief. In general and in the future, I will donate to organizations that work towards youth education and preventing global warming. Children are our future and we have a responsibility to leave this earth livable for them.”

**Sindhu Sablock, Bangalore, IN, Enterprise Account Manager, South India**



“For a long time, I’ve viewed one of the greatest benefits of my position is to be able to give to organizations that provide assistance to others that haven’t had the opportunities that I’ve had. The fact that Citrix holds those same beliefs and augments my contributions by increasing funds to causes I’m personally invested in makes me proud to be a Citrite.

We have, in Benevity, a way to donate to the general crisis in India which supports many different causes. What is happening in India is tragic and urgently needs resources. I’m glad we were able to create a way to help across multiple areas.”

**Laura Garner, Tennessee, US, WW Sales and Services Chief of Staff**





## India COVID-19 2nd wave

Bangalore, India, was hit with another deadly wave of the COVID-19 virus in May. In true Citrix fashion, we responded by setting up a special employee relief campaign and provided those in need with funding.

### Highlights

**88**  
Unique donors

**18**  
Nonprofits supported

Total donation  
**141,380 USD**



Employee donation  
**12,125 USD**

Company donation  
**129,255 USD**

### Impact metrics

- Relief packages for 500 transgender families
- Supported Livelihood Generation Projects to support single mothers and underserved youth
- Provided 140 oxygen cylinders, 15 oxygen concentrators, and protective equipment for the COVID care units across 15 hospitals
- Provided seed grants to 100 women farmers to revive agriculture
- Vaccinations for 3,000 individuals from marginalized communities – transgender, homeless, disabled, daily wagers, etc.
- Supported 50 students and youth for higher education scholarship



## Citrix India volunteer support group

At the onset of the second wave of the pandemic, Citrites sought to form a Volunteer Support Group. A helpline was set up to manage support requests from Citrites and their families. The volunteer group provided COVID-19 related support to more than 80 Citrites and their families. They worked actively for 70 days around the clock to ensure that the response to every help request was efficiently and quickly supported. A popular phrase in the Sanskrit texts reads 'वसुधैव कुटुम्बकम् (Vasudhaiva Kutumbakam)'. The phrase translates to "the world is one family." The global Citrix family truly lived up to this phrase. Whether it was the local Citrite volunteers or the Citrites from across the world shipping medical equipment, the team came together to deal with this difficult situation as one global family.



# Citrix Serves



Employees received three days of paid volunteer time in 2021 and face-to-face volunteering resumed in Q4 in many countries around the world. Citrix supported close to 100 nonprofits focused on health and human services, life skills training, mentoring, and disaster relief efforts.

Highlights across the globe include:

## United States

### Fort Lauderdale, FL

Members of the Fort Lauderdale, FL, Women's Inspirational Network (WIN) collected and delivered hundreds of pounds of needed food and hygiene items for the girls of PACE and their families.

### Santa Clara, CA

In partnership with WIN Santa Clara, CA, the team made inspirational cards which were delivered, along with roses, to a local senior citizen community.

## Latin America

### Sao Paulo, Brazil

Citrix mentored and trained young people to make them job ready in the areas of entrepreneurship, innovation, and technical expertise based on a practical experience.



## Europe, Middle East, and Africa

### Copenhagen, DK

During a coding class for students, Citrites gave a specific assignment on how the class would invent technologies that could solve issues that “working from home” gives and how that could relate to a sustainability footprint. The class came up with many good ideas that they presented.

### Dublin, IE

The Corporate Citizenship Committee began hosting a series of micro-volunteering sessions for employees to get together and either count penguins and galaxies for busy scientists or knit hats for smoothie bottles with each hat leading to a small donation to charity.

### London, UK

14 volunteers completed over 60 hours of volunteering, taking part in virtual school career talks reaching over 125 students, virtual mock interviews, and 1:1 employment mentoring programs with local job seekers and women at risk of homelessness.

## Asia Pacific and Japan

### Nanjing, CN

11 volunteers participated in the delivery of online sharing sessions based on the topic of ‘Cyberspace Safety’ for school students.

### Singapore

Employees fulfilled 44 Christmas wishes for children from the Singapore Children’s Society.

### Sydney, AU

In partnership with Brisbane Basket Brigade, 16 Citrites in Brisbane and Melbourne packed Christmas gifts for less privileged children.

Along with team members in New Zealand, Citrites led Movember 2021 efforts to support men’s health. They raised awareness about mental health, suicide prevention, and prostate and testicular cancers.



## Asia Pacific and Japan continued

### Hong Kong

In collaboration with HandsOn Hong Kong, 16 Citrites from Hong Kong made 20 sets of eco-friendly skincare products from scratch, which were donated to the elderly people living in the Sham Shui Po areas.

### Tokyo, JP

With the support from the NonProfit Organization Fellows Will, Citrites in Japan extended their support in reviving Minamisanriku after it was hit by a massive earthquake followed by a tsunami back in 2011, which destroyed nearly 95% of the town and resulted in the loss of 1,200 lives. Through multiple virtual volunteering sessions, our volunteers learned about the various livelihood initiatives by the people of Minamisanriku and how to make delicious dishes from seaweed and sea squirts.

Volunteers also worked with Action with Laos Children and one of their projects involved publishing children's books in the Lao language, thereby providing the young people of Laos with a better reading environment.

## Asia Pacific and Japan wellness

The APJ teams participated in a monthlong wellness campaign focused on the shared goal of mental and physical wellness. As many as 12 creative ways to attain physical fitness and mental wellbeing were used, some of which included riding, running, yoga, cricket, boxercise, swimming, tennis, table tennis, and badminton. Seventy two employees logged 1,225 hours to raise funds for the Give Foundation, a nonprofit which provides rehabilitative efforts to support the communities impacted by the COVID-19 crisis in India.



# Featured stories

## 1 Project Borderless



India is the second largest site for Citrix, and nearly 35% of our India employees were impacted directly or indirectly by COVID-19. Many lost loved ones. While there was no consolation for the loss, the globalization team in Nanjing reached out to understand what they could do to help their teammates in Bangalore. They determined that securing oxygen concentrators would make the greatest impact during this time of crisis — from there, Project Borderless was born.

### Project Borderless

To expedite the delivery process, employees in Nanjing personally bought the concentrators and shipped them to each individual in Bangalore. This allowed the concentrators to arrive in a few days instead of several weeks or even months. Many Nanjing employees pooled funds, augmented by their site budget, to pay for these lifesaving machines. About 10 volunteers worked tirelessly for over 48 days to send these oxygen concentrators to India in three installments. This level of concern, support, and can-do attitude for co-workers was very inspirational. “I can vouch that experiences like these make us stronger as a community and makes Citrix a special place to work,” said Jun Zhang, Director Engineering, Globalization Services, Nanjing.

## 2 Singapore President's award

On October 30, 2021, Colin Brookes, SVP of APJ Sales and Services, accepted an award on behalf of Citrix for our 2021 contribution to the Singapore Children's Society. Singapore's country motto, Passion Made Possible, inspires both residents and visitors to awaken their passions and live out their dreams. We channeled our company-wide passion of Corporate Citizenship and our core values into a purposeful partnership with the Children's Society to provide access to education and essential living environments to children in need.

### About the Singapore Children's Society

The Singapore Children's Society protects and nurtures children and youth of all races and religions in Singapore. Established in

1952, their services have evolved to meet the changing needs of children. Today, the Children's Society operates 12 service centers throughout Singapore.

### About the Tuition Program

Citrix has funded 40 weeks of a tuition program for students from lower income families. Nine students between the ages of 10 to 12 years old who are taking their national exams participated in this program. Professional tutors who are familiar with Singapore school's curriculum participated in this program.

### About the Residential Home Upkeep Program

We also funded the annual upkeep of the Sunbeam Place, a residential home and place of safety for children who are in need of protection and proper care.



### 3 The “Giving Project”

In April, Citrites in Greece created a fundraiser call the “Giving Project.” Because of the extended lockdown during COVID, many small local businesses were closing down and many people were losing their jobs. As a result, more and more children and their families became victims of poverty. The “Giving Project” supported three organizations in Greece that care for needy children and their families. They included Make-A-Wish Greece, The Smile of the Child, and Ark of the World. Over 4,230 euros were raised and the funds distributed evenly among the three nonprofits. In addition, many employees dropped off bags of food and clothing to support those most in need.



“

My father owns a store and I know how difficult the past couple of years have been for store owners in Greece with many of them forced out of business. Knowing how many families and professionals are without a job, I believe projects like this one are important as they aim to support needy families and improve a child’s life. Let’s all join forces and organize more projects like this one!”

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Panagiotis Kapos

“

Great effort! Donating a small amount can change a child’s life. These kinds of initiatives make me feel proud to be a part of the Citrix Greece team!”

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Kanella Kanolopoulou

## 4 Leukemia and Lymphoma society

Citrites in Boston, MA, participated in the **2021 Light the Night** fundraiser in support of the Leukemia and Lymphoma Society which provides blood cancer therapies and advocacy for patients and their families. This year, the team dedicated their fundraising efforts to the memory of a special boy, Carter Lolax, who lost his battle with Leukemia. The team exceeded last year's total and raised more than 40,000 USD.





## 5 Interfaith Food Shuttle

Feeding America is a United States based nonprofit organization with a nationwide network of more than 200 food banks that feed over 46 million people through food pantries, soup kitchens, shelters, and other community-based agencies. Their local Raleigh chapter, Inter-Faith Food Shuttle (IFFS), is one of the Raleigh team's most supported nonprofit partners. They provide critical services in the local community with volunteer efforts centered on hunger relief, community health education, and food recovery and distribution.

In 2021, the Inter-Faith Food Shuttle received a Citrix donation for COVID-19 relief, with donations from Citrites matched 2:1.

Our Raleigh Citrites have also been involved with volunteer efforts for the past few years. Kurt Heusner, SVP, Global Emerging Sales, has been an active member of our employee-led corporate giving committee and recently joined the IFFS board.

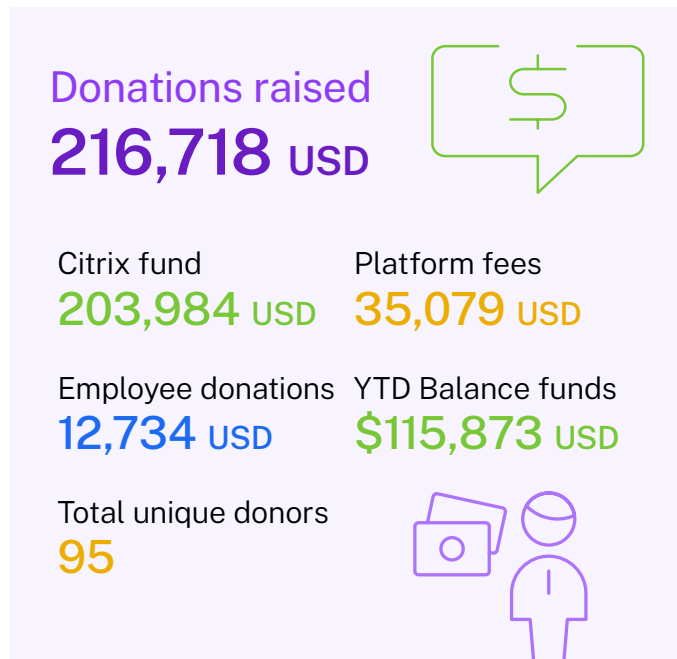
Claire Babineaux-Fontenot, the CEO of Feeding America, recently toured the Raleigh IFFS location and discussed the nonprofit's work to become a recognized regional leader of transformative, community-centered programs. Citrite Kurt Heusner is incoming Board Chair of IFFS and presented the revised 5-year planning mission: to feed our neighbors, teach self-sufficiency, grow healthy foods, and cultivate innovative approaches to end hunger.

# Citrix Employee Relief Fund

In partnership with the nonprofit the Emergency Assistance Foundation, we established the Citrix Employee Relief Fund — a global fund designed to help employees and their immediate family members during times of personal and financial hardship. Qualifying hardships include government declared emergencies, natural disasters, accidents, military deployments, impacts to primary residence, serious illness, victims of violent crimes or abuse, and death of an employee or immediate family member.

A second program as part of the Citrix Employee Relief Fund was launched called the **Immediate Response Program**. This program focused on supporting our colleagues in India during the second wave of COVID-19 in May. It allowed employees to apply for a one-time grant of up to 500 USD for the purpose of food or other basic needs.

## Donation highlights



“My sincere appreciation and gratitude for the financial support that I received during this pandemic.”

Thomas, India

“Thank you for you and your team giving this assistance. This has helped me a lot.”

Dravid, India

“I’m grateful to the management for approving this funding and beyond measure for the encouragement and compassion. This support has eased my worry over my personal commitments so that I can take care of myself and my family.”

Harish Kumar, India



# ONWARD. Our diversity, equity, inclusion, and belonging journey

Our DEIB strategy continues to direct our commitment to creating a more inclusive experience for all Citrites across the globe. We maintain our focus of building increased consciousness and awareness of our global workforce through the empowerment of satisfaction in employee experience and engagement. We expect our workplace to be an inclusive environment built on our core values of integrity, curiosity, courage, respect, and unity. With a continued focus on accountability, goal setting, continuous listening, and dialogue, we are shaping a future culture of belonging today through the celebration of our distinct perspectives and experiences.



## DEIB vision and mission

### Vision

To innovate with purpose and build a better way to work for our customers by ensuring that we shape an equitable workplace and diverse workforce that reflects and includes diverse cultures, experiences, and perspectives.

### Mission

To cultivate a culture of belonging with a focus on representation and the employee experience where every Citrite feels welcomed, valued, respected, heard and empowered to innovate and grow themselves and the business.



# ONWARD. (continued)

Our holistic approach to achieving sustainable impact in diversity, equity, inclusion, and belonging is built on **four strategic pillars**. Our pillars ensure that DEIB is embedded in how we live out our values as Citrites, but also in how we partner externally.

## DEIB strategic pillars



### Develop diverse pipelines

Reach new candidate sources and support employee growth, development, and advancement



### Promote equity and mitigate unconscious bias

Design processes, practices, and programs that interrupt biased decision-making and lead to equitable outcomes



### Grow inclusive leaders and teams

Leaders and teams demonstrate commitment, courage, cognizance of bias, curiosity, cultural intelligence, and collaboration to inspire belonging



### Empower our employees to drive change

Harness the energy of our workforce to inspire systemic change in our workplace, industry, and communities

# Citrite. Citrix. Community.



Our leadership has evolved our diversity, equity, inclusion, and belonging commitment to align with the same fervor as other business priorities. Beyond this commitment, we've increased our focus on equity as a core driver of our holistic employee centric DEIB vision and mission. We've developed a framework for leaders to set goals and have advanced our data capabilities to support how we hold our leaders accountable in support of shaping a more inclusive Citrix.

We recognize that our employees are at the root of our commitment to shaping a more sustainable culture of inclusion and belonging. With a global employee base, we celebrate the vast diversity and multidimensional experiences of our employees.

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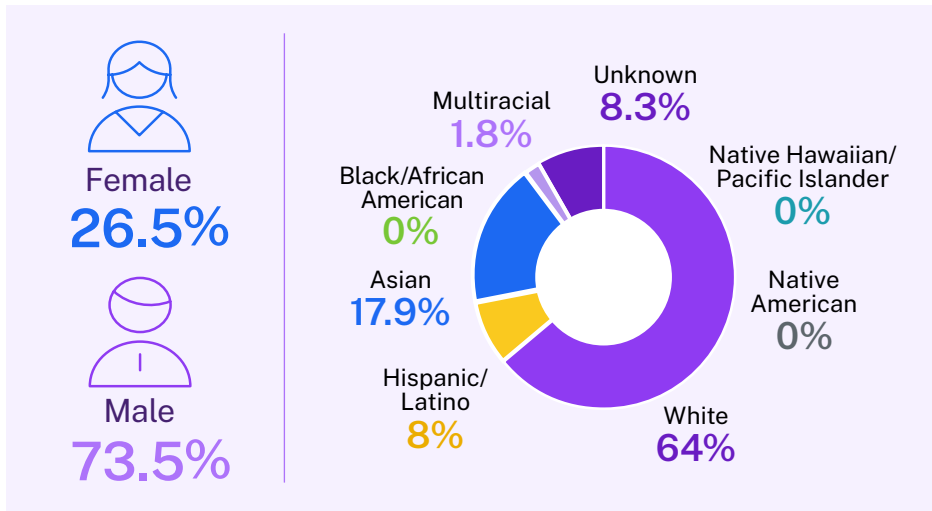
In 2021, we took deliberate steps to focus on equity. With results from our racial and gender equity assessment, we are continuing to design our people programs to increase opportunities and advancement more equitably — from hiring processes to compensation. Our commitment to diversity, equity, inclusion, and belonging is grounded in our values, and it's a foundational part of what makes us Citrix.”

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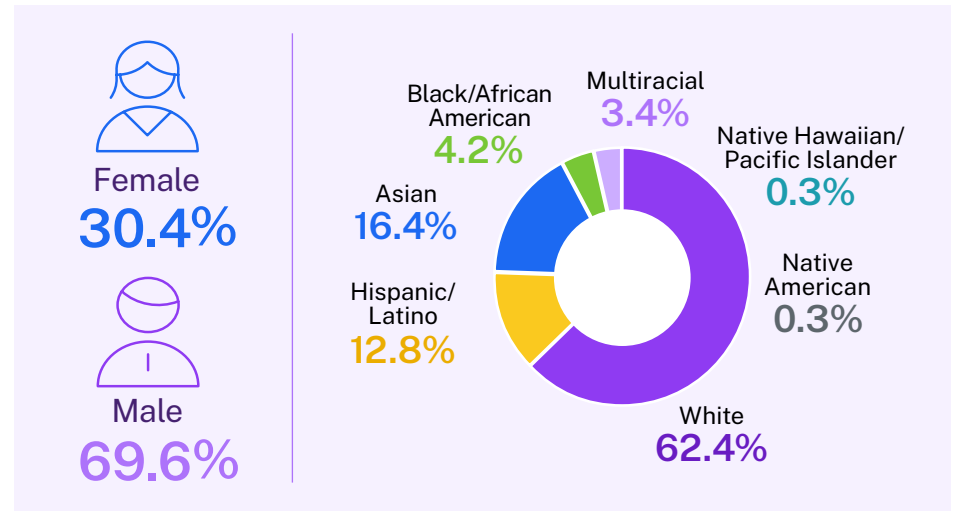
Donna Kimmel,  
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# 2021 Workforce Diversity

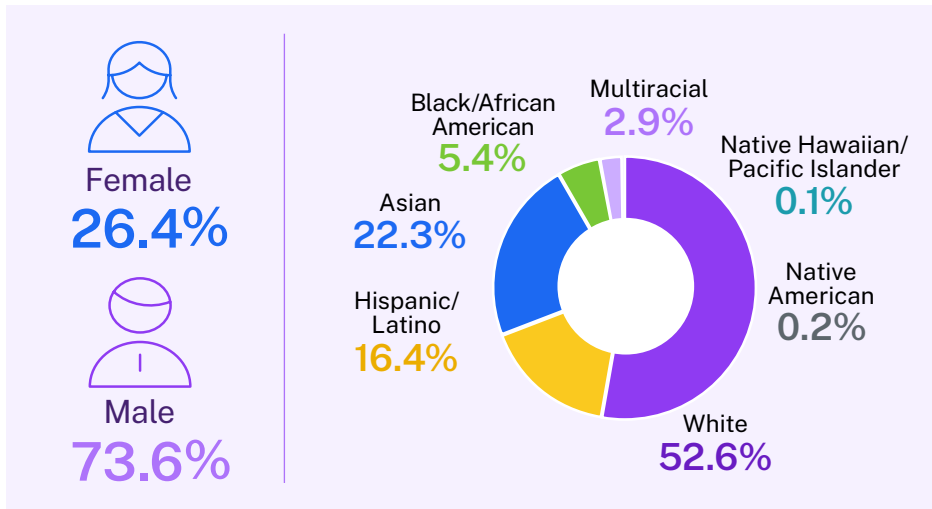
## Executives



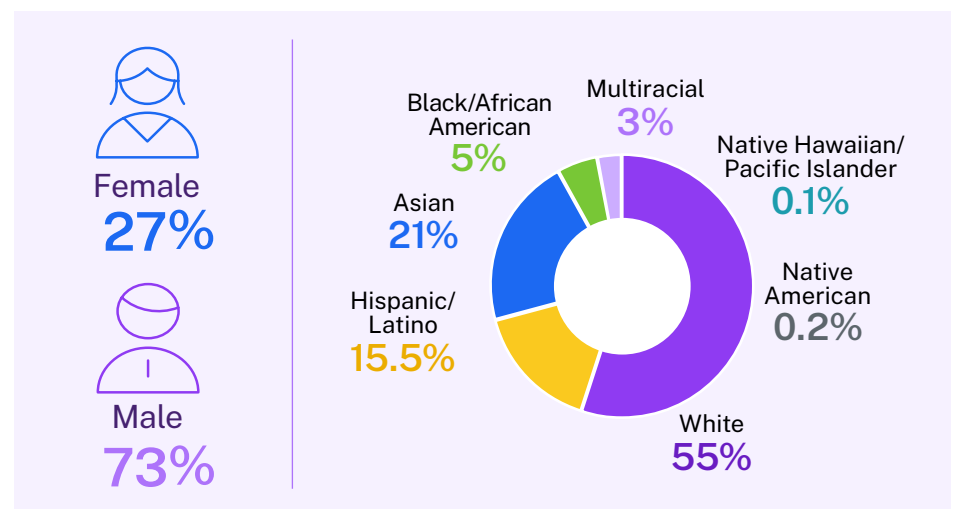
## Directors and managers



## Individual contributors and support



## Total Citrix



U. S. data only

## PATH FORWARD. Conversation with Scott Ballina, Senior Director, Diversity, Belonging, and Giving



What do you think differentiates Citrix in its approach to creating a more inclusive employee experience, and how do you believe that approach has helped Citrix globally over the past year?

Because we've begun our DEIB journey within the last five years, we've had the benefit of learning from all the companies that have gone before us. That's allowed us to design a very comprehensive strategy that incorporates diversity, inclusion, belonging, bias mitigation, and equity. This enabled us to make progress on a number of fronts simultaneously.

Though 2021 was a challenging year for Citrix where we had to manage a lot of internal changes, we maintained strong Inclusion Index scores which tells me that even through difficulty we lived our values and cared for each other as colleagues. Some of our accomplishments include:

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Completed Racial and Gender Equity Assessment and developed a collaborative roadmap to outline implementation of key needs

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Rolled out inaugural Inclusion Survey which provided guidance on perception of DEIB within the culture and ways that DEIB could be elevated globally

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Developed D & I goal setting strategy for Executive Leadership Team

More than  
**50%**

of Citrix employees participated in a DEIB event, learning, or discussion in 2021.

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Implemented a new engagement program in engineering, "Ask Me Anything Sessions" which provided opportunities for continuous listening within teams

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Awarded Seramont's 100 Best Companies, Best Company for Multicultural Women, and Inclusion Index Company for the first time

Lastly, we've had strong engagement across the enterprise with DEIB.

## PATH FORWARD (continued)

Our I AM Citrix program is challenging all Citrites to expand their awareness and comfort through conversations and interactions with other Citrites. What are your key strategies for navigating conversations that may make some people uncomfortable?

First, I approach every conversation with being vulnerable myself whether that be about my identity, times when I've been biased, or inclusion mistakes I've made. Second, I don't shame or try to humiliate people. Putting people on the defensive will likely shut down the existing conversation and reduce my chances for engaging in future conversations. Lastly, we should try to respectfully challenge each other by asking questions and then listen actively to the responses.

How can we all contribute to driving change at Citrix?

There are so many ways that we can contribute, but I think that the most important thing that each of us can do is commit to changing one thing in 2022. Small steps over time can lead to big changes.

Here are a few suggestions:

### Citrite

mentor someone that is different from you or champion them for a new opportunity or promotion, learn and incorporate oneww inclusive behavior into your work style, or speak up when you see someone being excluded

### Citrix

diversify your personal network to help Citrix recruit more diverse talent, join an ERG to support your colleagues and help strengthen our culture, or use our bias mitigation tools in your decision-making processes to lead to more equitable outcomes

### Community

donate or volunteer your time with a nonprofit that is addressing equity issues in your community, or chose a diverse supplier for your next project

What are you and your team most excited about in continuing to drive this change in FY22?

I am really excited about the enterprise-wide launch of our I AM Citrix program. I AM Citrix is not simply training. It is a culture shifting program that encourages self-reflection to drive change through short recurring interactions with our colleagues. With the skills that Citrites learn through this learning journey, we will be able to increase trust and belonging, enhance team performance, and drive innovation.

# Citrix ERGs — our catalyst to move us forward

Citrix ERGs are key change agents in shaping a more inclusive environment. Our ten employee resource groups (ERGs) offer all Citrites opportunities to develop their careers, network with colleagues, impact Citrix strategy, and engage in community service. Our ERGs are empowered as incubators of innovation and influencers of culture and change. Currently, the more than 3,000 ERG members, roughly 35% of Citrites, share ideas and perspectives to add business value and advance the future of work at Citrix.

Since 2020, our ERGs have continued to evolve focused primarily on creating opportunities for awareness, allyship, and increased remote engagement. Beginning in 2022, ERGs will begin an annual goal development process to align with and support Citrix business strategy.



## ERG Leader Spotlight

### Dawn Morris, Black Professionals Network (BPN)



My leadership role in BPN has impacted me in a few ways. I've made so many internal and external connections through BPN, and have made a few great friends along the way. Engaging with Citrites from various departments throughout the organization has allowed me to gain better insight on the overall business, and how we collectively work together towards Citrix's strategic priorities. Being involved with BPN leadership has also enabled me to utilize and further develop leadership skills that I don't typically get to showcase in my day-to-day Citrix role.

### Melanie Gomez, Women's Inspirational Network (WIN)



The most significant accomplishment for WIN in 2021 was that all of our different WIN chapters around the world worked closely to have a big International Women's Day celebration. We had external and internal speakers, created unique videos to showcase amazing stories from Citrix female leaders, and had over 800 people in attendance.



# ERG Leader Spotlight

## Michelle Chin, Citrix Asian Professionals (CAP)

The most significant accomplishment was when our ERG hosted the Amplifying Asian Americans panel to bring attention to the rich backgrounds our AAPI Citrites have, to shed light on the challenges we face, and to have an open discussion about anti-Asian hate. This panel discussion helped build empathy with our allies, resonated with our AAPI colleagues, and started a path to build a community for the CAP ERG. Personally, I was most touched by the support from our BPN colleagues. While we were processing so much around the hate incidents, they immediately jumped in to help us as we figured out how to plan the panel discussion. I truly felt supported in this difficult time and was so happy to have them as allies and fellow Citrites.

## Kyle Wiggins, Enabled

On a professional level, in a very short amount of time I've gotten opportunities to network and build relationships with individuals outside of my normal Citrix silo that that ended up helping me find resources faster for my day-to-day job. Being involved has also afforded me the opportunity to engage with some of our C-Suite which gives me visibility my role wouldn't normally provide. On a personal level, knowing that I'm impacting Citrix's culture in a positive way gives me greater purpose outside my primary role as a seller.



# Supplier Diversity

## What is Supplier Diversity at Citrix?

Supplier Diversity (SD) is an established business program that actively encourages diversity within the supply base, promoting social inclusion through the use of diverse suppliers (defined as a business owned by an underrepresented group/person).

At Citrix, the Supplier Diversity team actively works to identify diverse organizations to be included in sourcing activities, as well as tracking and reporting diverse supplier activity to Citrix customers.

## Why do we value Supplier Diversity?

Diverse businesses frequently provide creativity, flexibility, and new ideas. The inclusion of diverse suppliers in our supply chain helps Citrix to better understand the needs of our customers and the communities we serve, while continuing to innovate and provide long-term benefits for our customers.



## Our corporate diversity council memberships/partnerships



## tech:SCALE

Tech:SCALE is a nonprofit organization with a mission to help diverse suppliers become strategic supply chain partners to the technology industry

Our diversity council corporate partnerships afford us the opportunity to identify companies within each of these diversity categories. Our partnership additionally provides us with access to their vetted databases of certified diverse suppliers to engage for potential business opportunities at Citrix.

# Supplier Diversity Tools

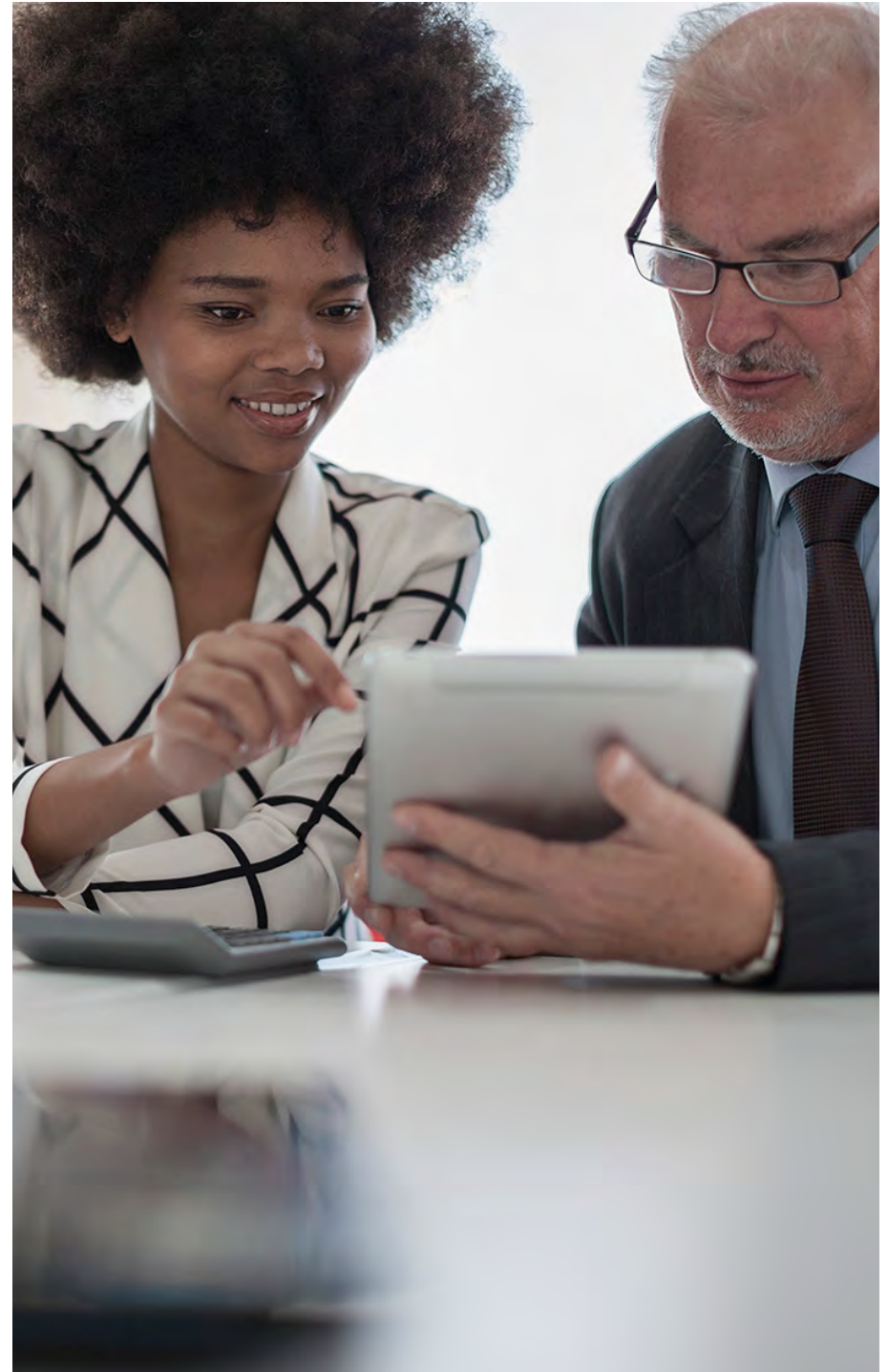
ConnXus was implemented in early 2020 and is Citrix's Supplier Diversity Vendor Management tool. With ConnXus in place, it affords the Source to Pay team the ability to effectively track diverse suppliers. ConnXus is integrated within Citrix's spend analytics tool, Sievo, to put Supplier Diversity front and center when the Source to Pay team is making purchasing decisions. The data captured includes the supplier's diversity status, their certification type, and the commodities they provide to Citrix. Suppliers are able to go into the ConnXus portal and update their profiles to ensure the most up-to-date information is reflected. We request key suppliers to report regularly on this and measure it as "Tier 2 diversity spend" for Citrix. ConnXus is the reporting platform for Tier 2 submissions.

## Tier 2 program launch

As a part of our Supplier Diversity program, we encourage our suppliers to increase their use of diverse organizations in their own supply chains. We request key suppliers to report regularly on this and measure it as "Tier 2 diversity spend" for Citrix.

Our current Tier 2 program includes over 60 prime suppliers and will be incorporating additional suppliers to our program in 2022.

We exceeded both our Tier 1 and Tier 2 spend goal for 2021.





# Supplier Sustainability

## What is Supplier Sustainability at Citrix?

We strive to develop our own products in an environmentally friendly way. Citrix outsources product manufacturing and recycling to suppliers and vendors that follow the highest environmental standards in the industry, such as ISO 14001.

### Suppliers must:

#### Source responsibly

Adopt a policy of responsible sourcing, passing this requirement through their supply chain.

#### Provide due diligence

Implement due diligence processes to support responsible sourcing policies.

#### Evaluate suppliers

Source minerals from socially responsible suppliers.

#### Communicate sourcing

Provide Citrix with information about mineral sourcing for products supplied to us.

## How do we achieve these goals?

We have partnered with CDP and our internal Environmental, Social and Governance team to develop a robust and effective supply chain responsibility program. CDP is a not-for-profit organization that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts. The world's economy looks to CDP as the gold standard of environmental reporting with the richest and most comprehensive dataset on corporate and city action.

## Our progress in 2021

- Joined CDP Supply Chain and initiated a supplier engagement program, collecting primary climate data from our top tier suppliers.





# Sustainability

Citrix released its latest [Sustainability Report](#) with a theme of “Redefining.” The report underscores how the future of work offers sustainability opportunities for the planet, our business, and society. The report also highlights some of the company’s key accomplishments in the areas of governance, environmental impact, talent, and social equality.

## Governance

With an expanded focus on sustainability by our Executive Leadership Team and Board of Directors (Board), our business strategy is increasingly influenced by ESG factors. We augmented our ESG initiatives in 2020—evaluating our own global operations and sustainability strategy to identify opportunities for improvement. We also added an ESG component to our executive officers’ variable cash compensation plan for 2021, to ensure that our leadership is incentivized to put ESG front and center.

Some key ESG issues the Board was challenged with include cybersecurity risks, climate change impacts on operations, and the business continuity implications of the pandemic. In response to stakeholder and community calls for social justice and racial equity, we have bolstered our focus on social initiatives and Board-level oversight of these programs, including our Diversity, Equity, Inclusion, and Belonging strategy.

We also continue to advance our technology, data, and information security (TDIS) oversight, risk management and governance programs, through organization, technical and operational investments, and internal and third party validations.

# Sustainability (continued)

## Environmental impact

The pandemic had a significant effect on energy and emissions outputs this year. As more workers moved to a virtual model, commuter and business travel dramatically decreased, as did energy consumption of office buildings and other facilities, with less demand for heating, cooling, and lighting within unoccupied workspaces.

As a result, this unforeseen crisis further validated what we already knew—that a hybrid work model has the power to reduce energy consumption and prevent carbon emissions. This rang true for not only our customers, but for Citrix’s own operations.

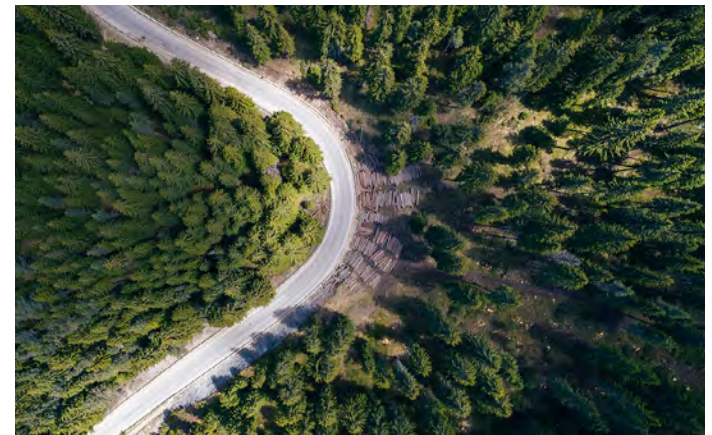
Citrix announced a new goal of reducing total absolute greenhouse gas (GHG) emissions by 30% by 2030. We are aligning with the Science Based Target initiative (SBTi) to ensure our targets are consistent with doing our part to keep global warming well below 2°C.

Emissions reduction initiatives included the replacement of outdated key infrastructure assets that consumed significant energy with more efficient units, and an optimization project at our Miami datacenter reduced the physical footprint of servers by 70% (from 86 to 23 racks).

Additionally:

**100%** of electricity consumption at our co-located data centers in Santa Clara, CA and Doral, FL, is sourced from renewable energy

**74%** of energy consumption at our India operations is from renewable sources preventing **5,889** metric tons of CO<sub>2</sub>e.



# It takes a village

Close to 80 Community Ambassadors from around the world lead Corporate Citizenship programs in their local offices. They plan projects, recruit volunteers and provide employees with rewarding volunteer experiences. All of the great work featured in this brochure would not have been possible without their unwavering dedication to supporting their communities and engaging their fellow employees in making change happen.



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Citrix (NASDAQ:CTXS) builds the secure, unified digital workspace technology that helps organizations unlock human potential and deliver a consistent workspace experience wherever work needs to get done. With Citrix, users get a seamless work experience and IT has a unified platform to secure, manage, and monitor diverse technologies in complex cloud environments. For fiscal year 2021, Citrix reported annual revenue of \$3.22 billion.

Learn more at [www.citrix.com](http://www.citrix.com).