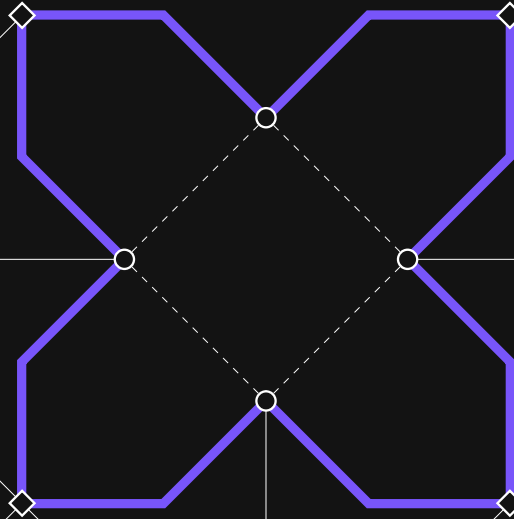4th Annual Nutanix

Environmental, Social, and Governance Report

NUTANIX

Welcome

Welcome to our fourth annual ESG Report, covering the calendar year 2023*, a period marked by substantial disruption among IT vendors, widespread adoption of hybrid cloud operations across different industries and major advancements in artificial intelligence (AI), particularly around generative AI and large language models (LLMs). For Nutanix, it was a year of rapid innovation, rigorous optimization, and sustainable growth as more IT organizations around the world rely on our hybrid multicloud platform. Digital transformation continues to be a business imperative around the world, and we have an enormous multiyear opportunity ahead. This report shows how our employee, sustainability and governance efforts play a role in our success.

Our environmental, social, and governance endeavors influence our culture principles and long-term thinking. These help us attract and retain top talent to delight our customers (90 Net Promoter Score, a seven-year average) as we help them build their future using our hybrid multicloud platform and support.

Enterprises and organizations across industries are using more applications to better run their business and serve customer needs. Nutanix helps thousands of customers by dramatically simplifying IT infrastructure required to run those applications and manage all of their data across private data centers, the edge and public cloud services. Our products enable scalable cloud computing capabilities and operational efficiencies, which can result in lower total cost of ownership and reduced environmental impact of IT infrastructure.

On average, <u>our customers</u> report over a **70%** reduction in physical hardware footprint and more than a **50%** reduction in energy consumption by moving from traditional three-tier SAN-based architecture to our Nutanix Cloud Platform[1]. Our own environmental sustainability practices are maturing, as we focus on continuous improvement in how we measure and report energy consumption, where we run our IT workloads, and how we manage workspaces for our distributed, hybrid-first workforce. We continue to invest in renewable energy certificates to account for a majority of our company's energy consumption.

To build a workplace where employees are inspired and can thrive, we invest in diversity, equity, inclusion, and belonging efforts, which we believe enable more effective decision-making processes, increased innovation in our products and services, and greater customer satisfaction. Our robust employee benefits, social groups, and diversity initiatives help us navigate through challenges, connect us to communities, and support our employees at home and in our careers. Employees worldwide are committed to social issues, donating their time and financial support to a wide range of communities. I'm delighted and proud to see our employees around the world dedicated to improving their communities.

I am proud of the progress and achievements made by our employees and the company for the greater good. We remain steadfast about doing the right things for our customers, partners, investors, fellow employees, and communities. Together we're making a brighter future.

* This report covers calendar year 2023 unless otherwise stated.

[1] These space or energy savings claims are average results based on case studies of over 50 representative Nutanix customers as of the date of first publication of this report. Such case studies are publicly available on the Nutanix website. Because potential customer outcomes depend on a variety of factors including their use case, individual requirements, and operating environments, these accounts should not be construed to be a promise or obligation to deliver specific outcomes. We invite you to contact Nutanix here to discuss how we may be able to provide an optimal solution for your specific circumstances.

Rajiv Ramaswami
President and Chief Executive Officer
Nutanix

About Nutanix

Nutanix is a global leader in cloud platform software with headquarters in San Jose, California. Our primary purpose is to solve modern enterprises' infrastructure challenges by giving them a single platform for running applications and data, no matter where they reside. As IT complexity continues to grow, so do cloud costs, application needs, data volumes, and security threats. The ongoing skills shortage, coupled with the rising popularity of advanced technologies such as AI and data analytics, is making it harder than ever for businesses to manage applications and data across multiple datacenters, co-location facilities, at the edge, and in hosted, managed, and public clouds.

With Nutanix, customers get a unified platform that seamlessly integrates hybrid infrastructure and management to smooth the operation of data and apps where they're needed. Our software-defined architecture works with most common on-premises and cloud platforms to make operations and data services reliable, consistent, and easily managed across datacenters, public and private clouds, and the edge.

Building on our legacy as the pioneer of hyperconverged infrastructure, we've earned a reputation for customer satisfaction, powering hybrid multicloud environments consistently and cost effectively. This enables companies to remain focused on achieving successful business outcomes and new innovations. By delighting our customers, Nutanix has maintained a best-in-class average Net Promoter Score of 90+, well above the technology industry standard for customer satisfaction and loyalty.

By the end of fiscal year 2023, which ended on July 31st, 2023:

6K+	24K+	60%	$1.86B	$1.56B
Employees	Customers	Fortune 500	Revenue	Annual Recurring Revenue
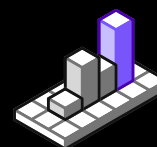
Our Vision

We make hybrid multicloud simple and free our customers to focus on achieving their business outcomes.
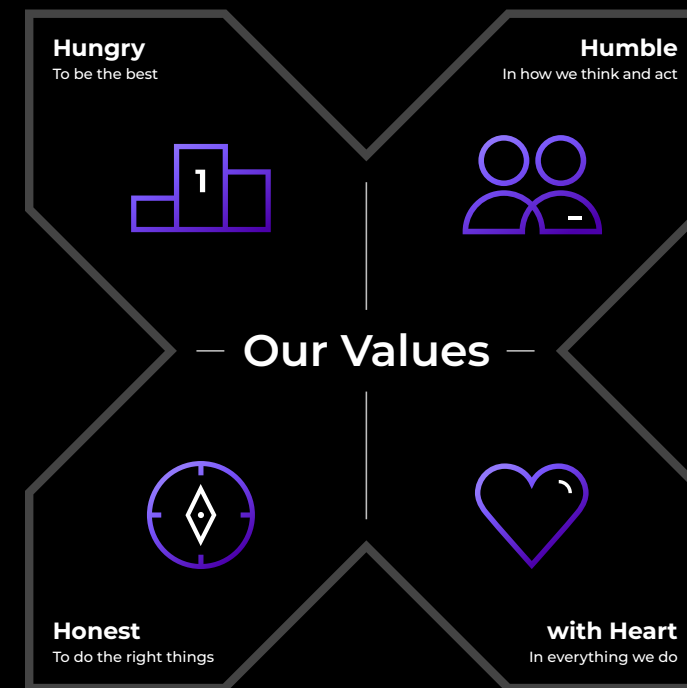
Our Mission

Delight customers with an open hybrid multicloud platform with rich data services to run and manage any application, anywhere.
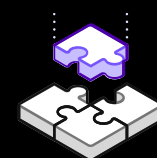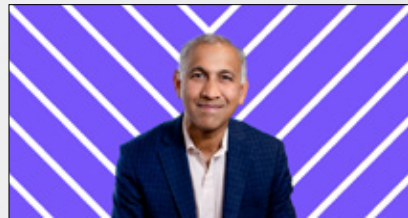
Company Values

We fundamentally believe in doing the right thing, for the right reasons and at the right time for our customers and employees. Our culture values align with and drive our business strategy.
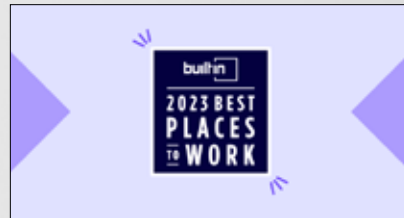
Hungry
To be the best

Humble
In how we think and act

— **Our Values** —

Honest
To do the right things

with Heart
In everything we do

Awards and Recognition

Nutanix CEO Rajiv Ramaswami Named CRN's Top Innovator of 2023
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Built In's Best Places to Work in 2023
DC **Seattle**

Best of the Best Top Veteran-Friendly Companies by U.S. Veterans Magazine
Read More

CRN's Top 20 of the Coolest Cloud Infrastructure Companies
Read More

Nutanix Hybrid Multicloud Platform Recognized as Leader in Forrester Wave
Read More

Visionary in Gartner's Magic Quadrant for Distributed File Systems and Object Storage
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13 Nutanix Women Recognized in CRN's 2023 Channel Women on the Rise
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Christian Goffi Listed in CRN's Top 50 Most Influential Channel Chiefs for 2023
Read More
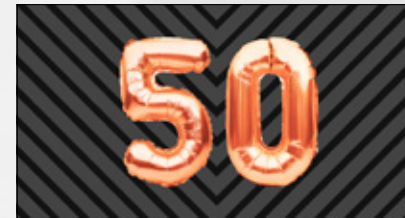
CRN's 2023 Top 50 List for datacenters
Read More
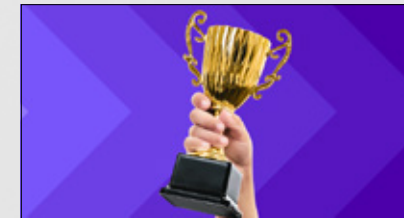
Nutanix Customer Votes Result in NorthFace ScoreBoard (NFSB)
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Explore More Awards

UK Ministry of Defence and Armed Forces Covenant Bronze Award for supporting employees in the armed forces
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Recognition for Supporting Guard and Reserve Service Members
Read More

2023 Leader in Cloud Management Platforms by GigaOm
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The 50 Coolest Software-Defined Storage Vendors: The 2023 Storage 100
Read More

CRN's 2023 Top 100 List for Edge Computing
Read More

PeerSpot Tech Leader Awards in Cloud Management, HCI, and SDS
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Environment

Our Commitment to Sustainability

As a global leader in cloud platform software, we realize technology has the potential to make significant impacts for sustainability efforts while accelerating transformation. It's ingrained in what we do from our platform to our office spaces, to our work model. We remain committed to making a positive impact on our planet and in communities so that we can help create a viable, sustainable future.

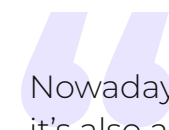## Technology for the Greater Good

Our technology helps us and our customers better manage and reduce environmental impact. The core hyperconverged infrastructure (HCI) technology in our Nutanix Cloud Infrastructure (NCI) product offers an efficient, software-defined architecture that can lead to a significant reduction in IT hardware requirements, energy use, and waste, supporting a more sustainable approach to IT infrastructure.

On average, customers that shared their experiences using the Nutanix Cloud Infrastructure solution reported over a 70% decrease in physical footprint and a 50% reduction in energy consumption versus their legacy systems. A reduction in energy consumption can lead to a decrease in carbon emissions, helping to minimize the environmental burden of an organization's IT systems*

What's more, our Nutanix Cloud Platform (NCP) technology stack as a whole provides visibility, simplifies management, and facilitates freedom of platform choice for customers' applications and data. Products like NCI, the Nutanix Cloud Clusters (NC2) platform, and the Nutanix Cloud Manager (NCM) console can help eliminate sprawl and overprovisioning of IT resources across public, managed, and on-prem clouds and have the ability to run applications and data anywhere. This means IT teams can run workloads based on focused priorities including cost, control, and carbon reduction goals.

Nutanix also works with its hardware partners to better measure and reduce the environmental impact of the hardware on which our software runs. Our platforms comply with the EU Directive on the Restriction of Hazardous Substances and EU registration, evaluation, authorisation and restriction of chemicals (REACH) regulation. Nutanix has established a product recycling process supporting all EU customer locations as part of Nutanix's EU Waste Electrical and Electronic Equipment Directive (WEEE) obligations. For the North America recycling program, Nutanix has partnered with our NX platform manufacturer and a recycler to provide recycling services. More product recycling information can be found here.

In 2023, we launched a tool to help practitioners understand how different factors can influence their environmental footprint by estimating annual power and emissions for various Nutanix solutions using Nutanix Validated Designs.

> " Nowadays, it's more than just saving money, it's also about protecting the planet," says Panganiban. "With Nutanix, we can do both."

Clarence Panganiban
Senior System Administrator
Universal Storefront Services Corporation (USSC)

[Read More]

* These space or energy savings claims are average results based on case studies of over 50 representative Nutanix customers as of the date of first publication of this report. Such case studies are publicly available on the Nutanix website. Because potential customer outcomes depend on a variety of factors including their use case, individual requirements, and operating environments, these accounts should not be construed to be a promise or obligation to deliver specific outcomes. We invite you to contact Nutanix here to discuss how we may be able to provide an optimal solution for your specific circumstances.

Sustainable IT Strategy

Nutanix can help our customers more effectively:
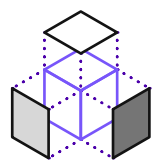
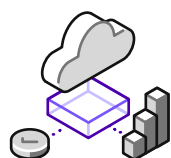**Consolidate Footprint**
Reduce physical footprint, silos, and over-provisioning, which helps save on power and cooling costs and lower carbon emissions. Utilize public cloud for burst capacity and hibernate clusters there when they are not in use.

Optimize Workload Placement
Minimize digital carbon footprint and run workloads where needed to maximize emissions or power savings across edge, on-prem, and managed, hosted and public clouds.

Leverage Automation, Visibility, & Insights
Automated intelligence helps optimize resources, enhance visibility and control, and empower smarter infrastructure decisions to achieve **53%** more efficient IT management.*

"By migrating all of our legacy servers and applications to the Nutanix Cloud Platform we were able to reduce the overall rack footprint by **75%** and realize tangible benefits in terms of operational costs and environmental impact."

Jon Cosson
Head of IT and CISO
JM Finn, Tokyo

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* Business Value of Nutanix Cloud Platform, infographic

Datacenters
Nutanix's internal datacenters are essential to our business and account for about **79%** of Nutanix's total energy consumption. Using our own cloud platform to virtualize workloads helps make our datacenters highly efficient. Our software-enabled design helped us build a hyperdense datacenter that resulted in **68%** greater datacenter density, leading to less cooling and energy consumption.

Since 2018, we've selected datacenter providers that prioritize energy and resource efficiency and optimized power usage effectiveness. We work with providers that offer highly optimized datacenters and renewable energy options, and reduce water consumption. In 2023, we continued to migrate more IT workloads to a highly efficient datacenter that uses less water and energy compared to traditional datacenters. This helps limit the overall environmental impact of our IT operations.

"Nutanix embraces a hybrid multicloud model because it's the most adaptable and sustainable solution for our complex business needs. This approach has enabled us to achieve **64%** renewable energy usage in our datacenters, demonstrating that sustainability and business success can go hand-in-hand."

Harmail Singh Chatha
Senior Director, Hybrid Cloud Operations and ESG
Nutanix

Sustainable IT Strategy (cont'd)

Office Buildings and Facilities

Our efficiency efforts extend into our Nutanix employee workplaces. The hybrid work model we established after the pandemic reduced the amount of office space we require. In 2022, we began consolidating the physical footprint at our five-building campus at Nutanix headquarters in San Jose. As of spring of 2024, we have reduced our footprint at this location from 440,000 square feet to just under 216,000 square feet, resulting in a **51%** footprint reduction in our largest U.S. location. In 2024, we will reduce the footprint at our Nutanix Tokyo office by **20%** due to improved space utilization.

Reducing office space to align with our hybrid work model helps us reduce costs and energy usage. Our employees appreciate it, as evidenced by an employee survey showing that at least **90%** of people at Nutanix felt a hybrid workplace met their needs. Additionally, we repurposed equipment and furniture within the newly consolidated office space and donated surplus items to organizations such as Greener Source, RAFT (Resource Area for Teaching), a local Boys & Girls Club, a local high school, as well as corporate e-waste partners.

Currently, we have one facility with LEED (Leadership in Energy and Environmental Design) Gold certification and five facilities with LEED Silver certification. Going forward, we continue to strive for a minimum of LEED Silver in future office build-outs.

In addition to making our buildings efficient, we continued to promote and support sustainable practices across the organization, including:

- Recycling at all locations
- Centralized trash receptacles within office space
- Locally sourced food, where available
- Employee commute programs, including rail options
- Sustainable, non-PFAS food packaging and reduction of single-use plastics in break rooms
- Charging stations for electric vehicles available at some office locations
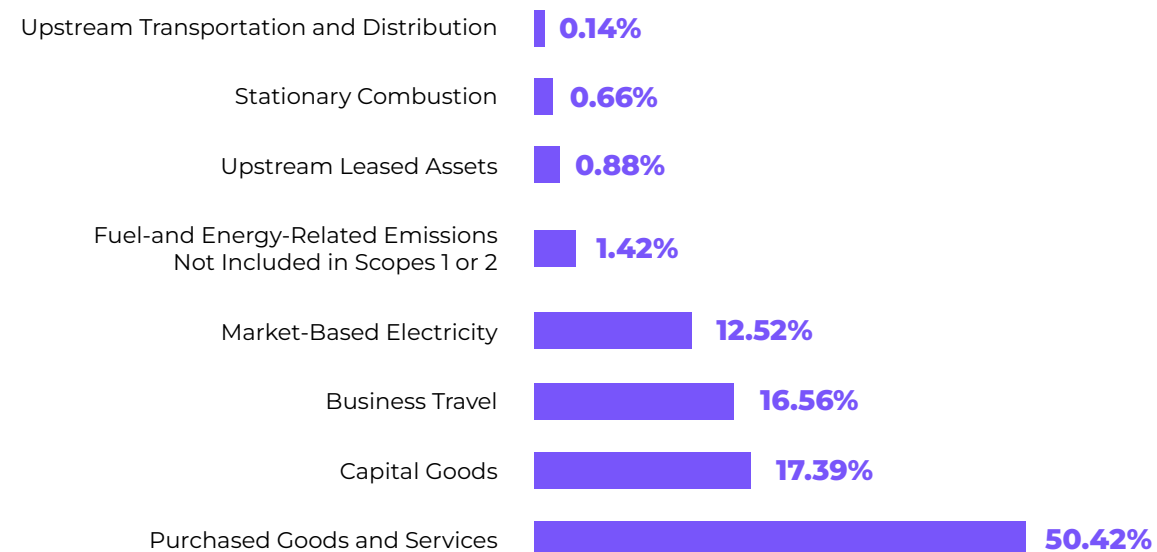- Using energy-efficient lighting, HVAC solutions, and controls

Greenhouse Gas Emissions

We began reporting our greenhouse gas emissions in our inaugural ESG report in 2020, where we disclosed Scope 1 & 2 emissions. Since then, we have iteratively expanded our reporting to include seven Scope 3 categories. We strive for continuous improvement in accuracy and transparency. We aim to minimize carbon emissions that impact our planet and communities to contribute to a viable, sustainable future.

We continue to learn how operational components that we track are connected to our overall environmental impact. We've engaged with a third-party climate consulting firm to more closely study ways we can minimize and reduce our emissions.

2023 was the second year in a row that we obtained third-party limited assurance from LRQA to verify the Scope 1, 2, and 3 emissions data we reported, as well as our total energy consumption and percentage of renewable energy.

2023 Metric Tons of Carbon Dioxide Equivalent (MTCO2e)

Category	Percentage
Upstream Transportation and Distribution	0.14%
Stationary Combustion	0.66%
Upstream Leased Assets	0.88%
Fuel-and Energy-Related Emissions Not Included in Scopes 1 or 2	1.42%
Market-Based Electricity	12.52%
Business Travel	16.56%
Capital Goods	17.39%
Purchased Goods and Services	50.42%

MTCO2e   **60,416**   Total 2023 reported emissions (Using market-based electricity)

Scope	Category	2021 GHG Emissions (MTCO2e)	2022 GHG Emissions (MTCO2e)	2023 GHG Emissions (MTCO2e)
01	Stationary	330	431	398
02	**Location-Based Electricity**	**14,799**	**14,798**	**16,871**
	Market-Based Electricity	**4,666**	**5,798**	**7,566**
03	Purchased Goods & Services	35,727	30,746	30,460
	Capital Goods	14,225	9,321	10,507
	Fuel-and Energy-Related Emissions Not Included in Scopes 1 or 2		666	860
	Upstream Transportation & Distribution	72	165	86
	Business Travel	6,023	4,210	10,007
	Upstream Leased Assets	1	427	532
	Downstream Transportation & Distrubution	720	8	0
Total GHG Emissions using Market-Based Electricity		**61,764**	**51,772**	**60,416**

Notes

- Data from 2021 and 2022 reflects the calendar year. Data for 2023 reflects the fiscal year, which will be our practice going forward.

- "Location-based" comes from the GHG Protocol and does not include renewable energy purchases.

- "Market-based" comes from the GHG Protocol and includes renewable energy purchases.

- The following are some observations based on 2023 compared to 2022
  - Scope 2 There are 26 leased offices reporting in FY23 compared to 25 CY22.

- In FY23, there was increased access to data and improved methodology in reporting for Purchased Goods and Services which led to a significant decrease in emissions when compared to the methodology used in prior years. As a result, we have restated the reported values for 2021 and 2022 to reflect this methodology.

53,956 MWh

Total Energy for FY23
from Scope 1 & 2

50%

Percentage of energy consumption matched
in FY23 with renewable energy sources*

* Sourced from Renewable Energy Certificates

4.27 MTCO2e*

(per million USD in revenue)

Scope 1 & 2 Carbon Intensity Metric

* This represents the gross global combined scope 1 & 2 emissions (Market-Based)
for the reporting year FY23 in MTCO2e per total millions of US dollars in revenue.

Greenhouse Gas Emissions (cont'd)

Methodology

Nutanix measured carbon emissions using the Greenhouse Gas Protocol framework and inventoried emissions associated with Scopes 1, 2, and selected Scope 3 categories. We collected energy consumption data from our leased offices and datacenters to calculate the associated emissions for Scope 1 and 2. To improve the accuracy of energy and emissions reporting in six of our largest datacenters and select offices, we partner with nZero for more accurate, near real-time electricity consumption based on the local grid. nZero uses an advanced grid study of spatial temporal energy consumption at the time of use, providing more precise reporting for these sites. With guidance from external consultants, we've identified material categories associated with Scope 3 and leveraged various methods to help us calculate emissions.

Social

Employee Wellbeing and Benefits

Nutanix is a customer and employee-centric company driven by a pervasive culture of trust and accountability. Our employee benefits are designed to support the wellbeing and health of our diverse workforce. Our employees can access programs for managing mental, physical, and financial health needs wherever they are in their life's journey. We offer competitive compensation and financial security programs, including an employee stock purchase plan, and a variety of retirement investment options. We provide highly regarded healthcare coverage, wellbeing programs, learning, volunteering opportunities, and more.

Wellbeing Programs
We offer programs to support where each employee is on their wellbeing journey – whether seeking preventive care, engaging in exercise, building resilience, or wanting guidance and tools to support financial goals. Our health plans across the globe provide direct or supplemental coverage for preventive care and vaccinations, and health checkups are covered in many countries. We offer in-person or online access to mental health coaching, therapy, and counseling services, with access to an app to develop mindfulness practices for all employees.

Wellbeing Days
Since 2020, employees have enjoyed a company-wide day off several times a year dedicated to their wellbeing. This gives everyone a mental and physical break from work.

"Nutanix provides work-life balance. I have flexibility in how I plan my day and where I work as long as I fulfill my responsibilities. I can work from the coziness of my home or in our beautiful office with other team members."

Višnja Begović
Senior Technical Account Manager
Nutanix

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"I appreciate working with a great team that supports each other and working for a company striving to do its best to offer an environment where everyone feels valued, appreciated, heard, and supported along with very good salaries, great benefits, and a great environment."

Iris Harris
Executive Assistant, Sales
Nutanix
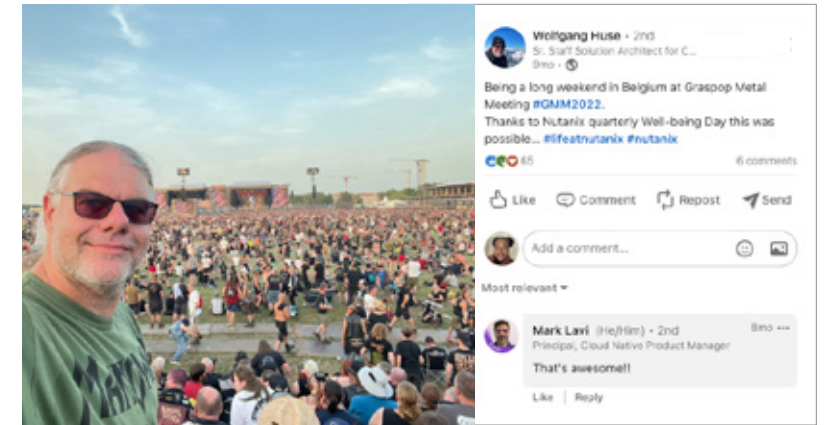
Employee Wellbeing and Benefits (cont'd)

Family Support, Forming & Reproductive Health

Through an award-winning resource, Nutanix provides evidence-based tools, e-learning, parenting experts, and dedicated clinical behavioral support for parents, families, and neurodiverse individuals.

Employees and their partners have resources to support their unique reproductive and parenthood journey. When growing a family, this benefit provides access to education, pregnancy support, virtual chat specialists, free consultations at adoption agencies, and a dedicated Care Team to help navigate even after the baby has arrived.

Additionally, Nutanix offers support throughout the lifetime of reproductive health needs, including testing and treatment for infertility, procedures to restore fertility, contraceptives, termination of pregnancy, low testosterone, and navigating menopause.

Paid Leave

Employees around the world get at least eight paid weeks of parental and baby bonding leave and 22 paid weeks for maternity and pregnancy leave. Additionally, enhanced Bereavement Leave supports one of the more difficult moments that matter. With up to 20 days of allowed time off from work, employees across the globe are able to spend time away from work in the event of a loved one's death.

Transgender Health Benefits

Providing equitable care to our employees is a priority for Nutanix. Coverage for employees who are transgender, and their covered family members, is provided through medical plans when possible. Our U.S. health plan choices include gender affirming care that aligns with the World Professional Association for Transgender Health (WPATH) guidance.

Financial and Legal Benefits

Nutanix introduced a new 401(k) company matching program. Starting in 2024, the company began matching **50%** of what employees contribute to their 401(k) accounts (up to $2,000 per year) and increased the contribution limits for the after-tax in-plan Roth conversion, enabling employees to save more toward their retirement goals.

Employees around the world have access to one hour of free financial and legal consultations. U.S. employees also have access to a legal insurance and identity theft benefit which supports big and small legal needs, such as creating wills and trusts, support for a traffic ticket, review of rental agreements, family immigration needs, and more.

"Thank you to Nutanix for the care package and the most incredible gift of 22 weeks to spend with our girls. I can't wait to jump back in with my team in a few months! Until then, I'll be soaking up the time learning to juggle twins and our new life as a family of 5."

Jessica McNulty
Senior Manager, Global TA Operations
Nutanix

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Employee Wellbeing and Benefits (cont'd)

Recognition Program

We spotlight employees on the Life at Nutanix blog, profiling how they succeed at work, foster community, and forge compelling career paths. We know our employees are our greatest asset, and it's important we recognize one another for impactful contributions, big and small. All employees can recognize their colleagues through our Excellence Recognition program and send thanks for an awesome project, impactful deliverable, or for exemplifying the Nutanix Culture Principles. Award recipients can redeem the awards for items or experiences that hold meaning for them.

When a colleague celebrates a milestone service anniversary, in addition to an award, our social recognition platform allows for notes of congratulations, celebratory videos, and pictures from events over the years, all from across the organization – truly a viral amplification of recognition.

"I would say that the connections I have made with not only my team but within the organization as a whole shows just how special a place Nutanix is to work. It felt like everyone was cheering me on and wanting to help me succeed in any way that they could. The relationships I have made without a doubt stand out to me as special and the most memorable part of my experience."

Kailey Ash
HR Intern to FTE Organizational Culture Representative
Nutanix

"As our values, "Hungry, Humble, Honest, with Heart" express, it's not just about achieving the numbers. This is a company that values the human side of its employees."

Shizu Okuda
Distributor Sales Manager
Nutanix

Social Responsibility with .heart

At Nutanix, we strive to do the right thing – for our employees, our communities, and the world at large. This commitment drives us to embrace values that keep us hungry to be our best, humble in the way we think and act, honest about doing things right, and to show up with a heart of empathy, respect, and appreciation.

Established in 2016, our .heart program enables employees to make a positive impact on the world. The vision of the Nutanix .heart program is to make a positive impact on the world by leveraging our brand, products and resources to foster solutions to complex social problems while contributing to the healthy growth and prosperity of Nutanix.

We empower employee choice to support personal causes that help address complex social problems.

Our .heart program focuses on advancing three key areas: education, healthcare and wellness, and climate change.

1 **Climate Change Innovation**
'Well Planet'

2 **Healthcare & Wellness Innovation**
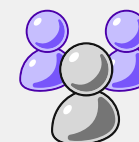'Well Bodies'

3 **Education Innovation**
'Well Minds'

" One way to think about failure is that failing isn't the issue. It's how fast and how well you recover. Taking full ownership of your life allows your journey to be more full and balanced."

Kathy Chou
Senior Vice President of SaaS Engineering
Nutanix

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Social Impact Stats for 2023

34.73%
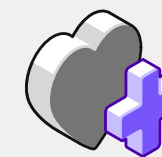2023 participation rate
(% of employees active
in the program)

2660 hours
744 volunteers
2023 volunteer hours
and volunteers

$555,556
2023 donations and
corporate match

737
2023 global causes
supported

Social Responsibility with .heart (cont'd)

Matched Giving and Paid Time to Volunteer

One of the Nutanix Culture Principles is "We think long term". This principle, along with our value "with Heart" extends to our employees and teams with the causes they support through volunteering their time and donation-matched gifts to worthy causes around the globe. In 2023, we updated our employee benefit to $250 for donation matching and volunteer time off. This empowers employees to volunteer more if they like, or divide the time up as they see fit between volunteering and donating to causes important to them. These programs are an important part of teams and employees at Nutanix, and our overall culture of giving with heart.

" Nutanix .heart makes it incredibly easy to give back to our community in service – from recommending causes to scheduling group shifts, and even matching our time with a monetary donation. These opportunities are invaluable and a highlight at each of our team's offsites!"

Allison Primack
Senior Strategic Program Manager, Office of the CEO
Nutanix

Supporting Climate Change Innovation

Teach Earth

Committed to raising awareness about the environment, Nutanix partnered with Earthwatch's Teach Earth fellowship program to give two teachers the opportunity of a lifetime. By funding exciting research expeditions to the Sierra Nevada Mountains and Costa Rica, Nutanix enabled educators Wendi Pillars and Katie Brown to gain new insights about conservation and firsthand experience with these two unique ecosystems. Pillars and Brown were then able to bring important concepts to life in the classroom for their students.

"This experience has transformed my perspective. I now see the world with a keener awareness of the unseen forces at play, like the volatile organic compounds emitted by plants. In my classroom, I aim to instill this sense of wonder in my students."

Wendi Pillar
Teacher of grades 9–11 after participating in
Caterpillars and Climate Change in the Sierra Nevadas

"I am eager to bring this experience into my classroom. My teaching will draw upon this expedition, whether discussing the unique ecosystems of tropical fjords, the fascinating songs of humpback whales, or the significance of food webs and biodiversity."

Katie Brown
Teacher of grade 5 after participating in
Conserving Marine Mammals in Costa Rica

Supporting Healthcare and Wellness Innovation

Tour de Cure 2023

Ten Nutanix cyclists (and one spouse!) participated in this Sonoma wine country event to raise money for the American Diabetes Association. This is one of ADA's biggest global fundraisers. With a focus on Nutanix culture principles "We Own It" and "We Work as One Team," the biking enthusiasts hit the road, each with their own distance goal to complete. Despite one minor crash and three flat tires, the small but mighty team was the fourth highest fundraiser out of 72 teams—with a grand total of $43,000.

Brecon Beacons hike for UNICEF and SSAFA (UK)

19 hikers from Nutanix UK & Ireland participated in the third annual 26-mile high hike through the stunning Welsh Brecon Beacons. Both a character-building event and an opportunity to make a positive impact on children across the world supporting UNICEF and SSAFA, which supports military families. The bonus was enjoying friends and camaraderie hiking for two great causes.

Blood Drive in Bangalore

Nutanix employees at the Bangalore office in India headed up a blood drive. They partnered with the non-for-profit Bangalore Medical Services Trust and organized and managed the event. The drive was a success, with nearly 120 units of blood donated by participants.

Nutanix Walks for Charity: Water

Nutanix employees participated in four separate hosted walks across the globe to raise money for sustainable clean water solutions. Participants love getting out there for this cause, especially because **100%** of donated funds go to clean water projects in rural areas around the world.

Supporting Education Innovation

Girls Who Code

In June, Nutanix HQ hosted the Girls Who Code (GWC) Silicon Valley chapter for a day packed with experiential learning and shared perspectives. Events ranged from a frenzied group challenge to build the highest tower of marshmallows and toothpicks to an afternoon of panel discussions about closing the gender gap in technology and what to expect in a tech-focused career.

Team Taiwan School Volunteers

In September, the Nutanix Taiwan team visited Bai Ji Elementary School, a remote learning center with 100 students and limited access to resources. The Nutanix team donated sports uniforms and stationery supplies to the school for the new term and had fun interacting with the students and motivating them to participate more fully in the school's activities.

Technology Donation Program

Nutanix revived our technology donation program in 2023. During this time, we donated laptops that no longer serve the business's needs, but are still good for basic computer needs in schools. Technology around the globe was donated regionally to worthy causes to be sure children have the right technology tools to thrive in school.
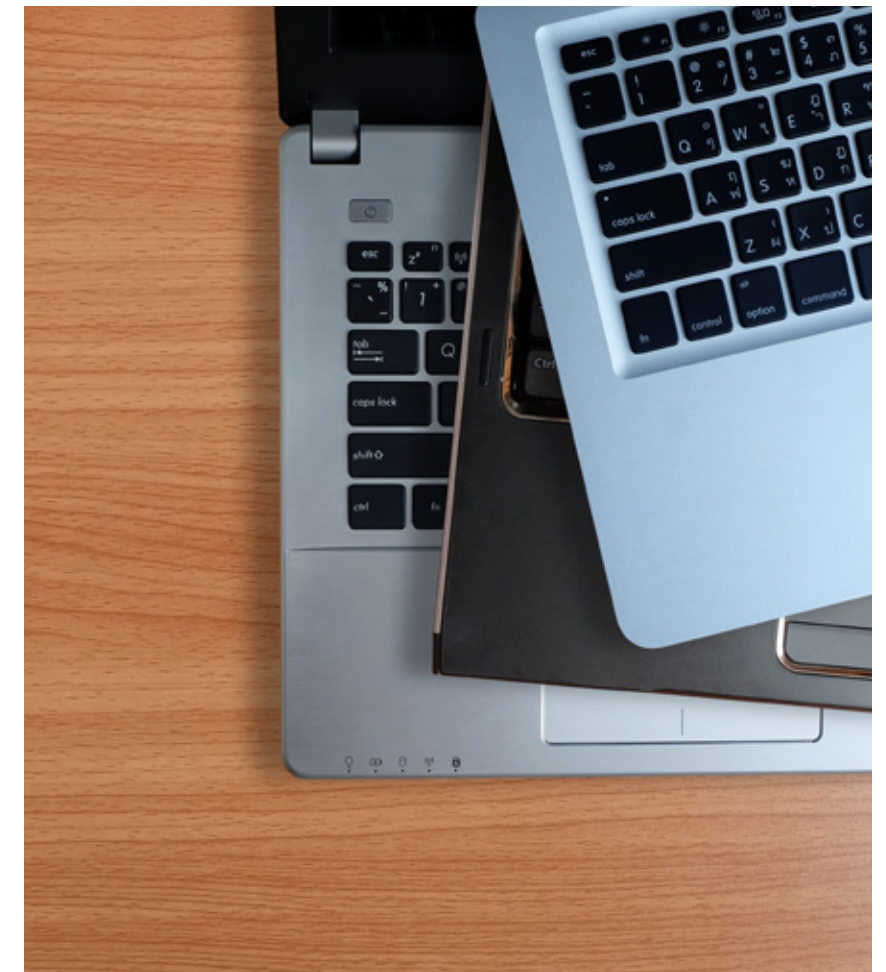
DEIB For An Irresistible Organization

In today's rapidly changing and evolving business landscape, Nutanix, as a forward thinking and intentional organization, recognizes that Diversity, Equity, Inclusion, and Belonging (DEIB) will help us create and maintain a dynamic culture that achieves business results. We recognize that having a diverse and inclusive workplace is foundational to our success.

Since the company's inception, DEIB efforts at Nutanix have been aimed at attracting, developing, and retaining the best diverse talent by facilitating an irresistible employee experience. As the vital component of the Nutanix People Strategy, an irresistible company is one that is so desirable that employees are elated to be selected, proud to work for, and truly hate to leave. It's about each employee celebrating our values - unwaveringly - and being a part of highly connected teams that produce unparalleled results.

This is the Nutanix that we all work towards each day. DEIB supports the irresistible strategy by being deeply embedded into both our Core Values and Culture Principles. At its base, DEIB is about inclusivity. It's an organization that embraces different perspectives to foster allyship and connection. DEIB lies right at the intersection of our employee benefit programs, social activities, and opportunities for growth.

Connection Through Allyship - Executives Lead by Example

In 2023, senior leaders - Vice Presidents and above - participated in a live interactive executive development experience on Allyship in San Jose. At this global gathering, the executives took part in exercises that demonstrated how being an ally to individuals who have historically been marginalized is the first step toward supporting growth and development for all employees. By embracing the idea of allyship and finding opportunities to form real connections with team members, a ripple effect can drive others throughout the organization and inspire them to find their own way by becoming an agent for positive change.

> "To build a workplace where employees are inspired and can thrive, we invest in diversity, equity, inclusion, and belonging efforts, which we believe enable more effective decision-making processes, increased innovation in our products and services, and greater customer satisfaction."

Rajiv Ramaswami
President and Chief Executive Officer
Nutanix

Diversity

Representation
We embrace differences in talents, identities, lived experiences, and perspectives to help us continuously become a more creative, compassionate, and innovative company. We are not all the same, and we like it that way.

Equity

Opportunity
We work to eliminate bias across all systems and build in processes for accountability, so that every employee has what they need to succeed and is treated fairly, equitably, and with integrity.

Inclusion

Safety
We ensure that every employee, customer, and partner is seen, valued, respected, and included for who they are. We prioritize understanding how everything we do supports a psychologically safe environment.
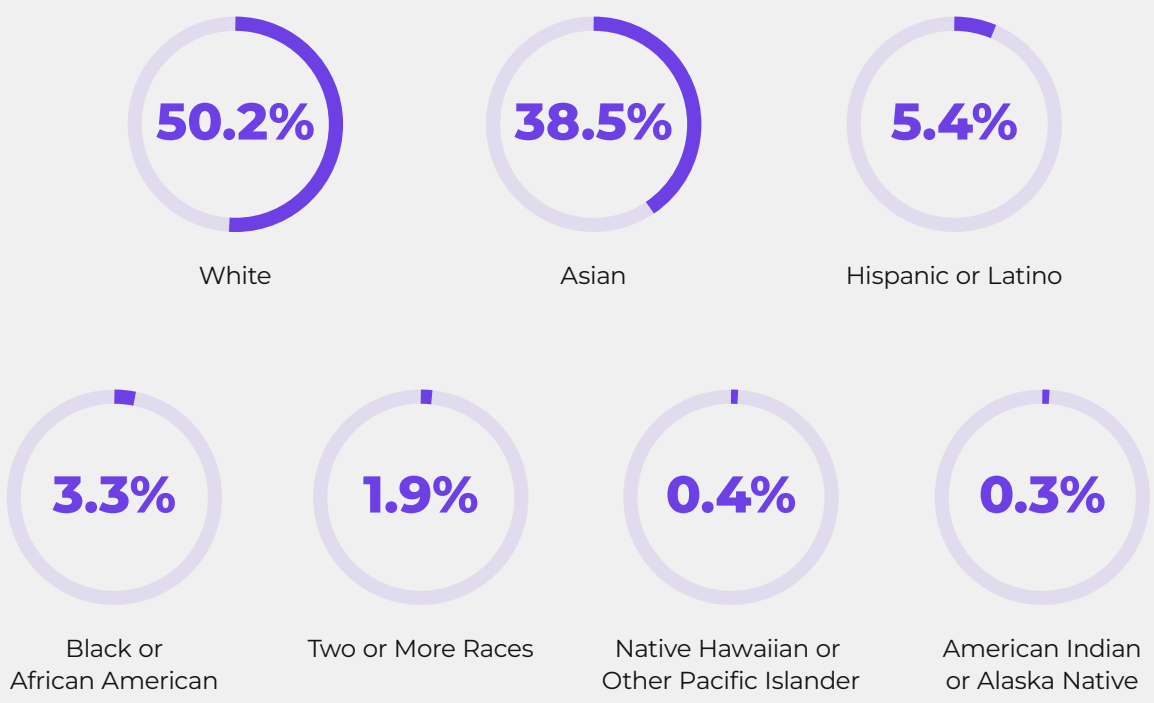
Belonging

Connection
We create opportunities for meaningful connections so that every employee feels that they belong in our global community.

> "At Nutanix, we prioritize diversity, equity, inclusion, and belonging because we believe it has a positive impact on our business and work to continually cultivate a culture that not only attracts diverse talent but also unleashes their full potential within an environment that is welcoming, psychologically safe, and inspiring for all."

Terry Johnson
Director, Diversity, Equity, Inclusion, and Belonging
Nutanix

Percentage of US Employee Population*

50.2%
White

38.5%
Asian

5.4%
Hispanic or Latino

3.3%
Black or
African American

1.9%
Two or More Races

0.4%
Native Hawaiian or
Other Pacific Islander

0.3%
American Indian
or Alaska Native

"Diverse teams challenge the status quo and help us think out of the box. The more we can embrace differences in talents, identities, lived experiences, and perspectives - the more successful we will be."

Jennifer Lepird
Vice President, Operations & Rewards, Interim People Team Leader
Pride Alliance LIFE Group at Nutanix

Diversity

At Nutanix, diversity is at the core of all we do. We embrace differences in talents, identities, lived experiences, and perspectives to help us become a more creative, compassionate, and innovative company.

We are not all the same, and we like it that way. Diversity drives us forward.

Global Employee Population by Gender

22% Identify as a Female

78% Identify as a Male

Equity

We seek to eliminate bias across all systems and build in processes for accountability so that every employee has what they need to succeed and is treated fairly, equitably, and with integrity.

In addition to offering benefits that accommodate unique individual needs, Nutanix promotes equity through the following:

Global Employee Development and Education
Nutanix is dedicated to ensuring that all employees have access to learning opportunities. Employees engage in a range of developmental activities, including compliance training and a range of instructor-led and self-paced learning activities provided by the company and its partners. Our strategy drives a global, scaled learning approach for the enterprise. We are also focused on delivering programs for key populations and incorporating meaningful peer-to-peer experiences blended with self-driven resources for all employees.

By leveraging executive coaching and talent assessments such as Gallup CliftonStrengths, we are committed to nurturing our current and future leaders, preparing them for critical roles throughout the organization.

Gender-neutral bathrooms (US & India)
We're proud to offer gender-neutral restrooms in our two largest employee centers.

"

Our ultimate goal for DEIB at Nutanix is to create and sustain a culture of belonging. It's not about "fitting in" but more about experiencing the sensational feeling of being a part of something special - and bigger than yourself."

Terrace Ellis
Senior Director, Employee Relations, DEIB, and .heart
Nutanix

Inclusion

We seek to create an environment where every employee, customer, and partner is seen, valued, respected, and included for who they are. We prioritize understanding how everything we do supports a psychologically safe environment.

We promote inclusion through a range of activities, including:

Listening Sessions
We hold forums, programs, and opportunities for employees to discuss the issues that impact their everyday lives. For example, we engage employees at large twice a year, and have a vocal population with at least **85%** providing feedback. Through surveys, we are able to see the strength of our culture, maintaining strong engagement in the top 25th percentile compared to our peer companies. When asked what they like about working at Nutanix, "people", "culture," and "team" were the top three words used, with "flexibility", "support", and "help" also coming up frequently providing visibility into what contributes to our strong culture.

DEIB micro-learnings
Nutanix Learning Academy, our global learning management system, offers a variety of bite-sized lessons that help equip employees with the skills they need to promote greater inclusivity, productivity, and collaboration within their teams.

Promoting a culture of psychological safety
This is centered around the expectation that a person will not be unduly punished or humiliated for speaking up with ideas, questions, concerns, or for making mistakes when taking responsible risks.

Belonging

We seek to create opportunities for meaningful connections so that every employee feels that they belong in our global community.

Employee-Led LIFE Groups

Nutanix is home to seven employee-led L.I.F.E. groups created to support Leadership, Inclusion, Friends, and Experiences. Commonly referred to as employee resource groups (ERGs), they play a critical role in promoting diversity, equity, inclusion, and belonging at Nutanix.

"

Being in NuShades I was able to learn about a new opportunity at the company and as a result, I was able to get more people in my corner and help me prepare for a promotion that I was able to obtain."

Desiree Devonish
Diversity Equity and Inclusion Program Manager
Nutanix

In 2023, approximately **20%** of Nutanix employees were engaged in LIFE Groups. The participation in these groups continues to grow as members take part in dynamic Slack dialogues and discussions, celebratory and awareness programming, and cause-based volunteer events that also support our philanthropic efforts.

Employees have opportunities to build a sense of belonging by participating in or attending community events. In 2023, a new LIFE Group - Family Xperience - was created. It looks at the concept of family from diverse perspectives. The group quickly emerged as our second largest LIFE Group after Women of Nutanix. Family Xperience supported the corporate donation to charity: water to help families in water-stricken areas. From this activity, Family Xperience will have a dedicated water well named after them.

To create a culture of belonging, we want all employees to bring their authentic best selves to work and to have a strong sense of connection. These global LIFE group communities are open to all regular employees, including interns, and allies are encouraged to join. This means you don't need to identify specifically with a particular group to join the community and the conversation.

Governance

Governance

We are strongly committed to good corporate governance practices – a commitment that is an important part of doing the right thing for our investors, customers, and other stakeholders. We also aim to develop policies and practices that not only help optimize our operations but also increase our stakeholders' trust and confidence.

Our board of directors has adopted guidelines that set forth the role of board members, director independence standards, board structure and function, director nomination considerations, and other governance policies. Our governance practices are a vital framework within which our board of directors and management can keep our strategic objectives aligned and focused on stockholders and other stakeholders. The board of directors has developed charters for its standing committees – audit, compensation, nominating and corporate governance, and security and privacy – as well as a code of business conduct and ethics that applies to all of our employees, officers, and directors.

Current Composition of the Board and its Standing Committees (as of July 31, 2024)

Board Members	Audit Commitee	Compensation Committee	Nominating & Corporate Governance Committee	Security & Privacy Committee
Craig Conway		Member	Member	
Max de Groen	Member	Chair		
Virginia Gambale (Chair of the Board)	Member		Chair	
Steve Gomo	Chair		Member	
David Humphrey			Member	Member
Rajiv Ramaswami				
Gayle Sheppard	Member			Member
Brian Stevens		Member		Chair
Mark Templeton		Member		Member

Chair of the Board   Chair   Member

Governance (cont'd)

Corporate Governance Highlights

Board Composition

8 out of 9 directors are independent.

3 out of 9 directors are diverse.

Independent Board Chair

We have an independent Chair of our Board.

Independent Board Committees

We have an Audit Committee, a Compensation Committee, a Nominating and Corporate Governance Committee, and a Security and Privacy Committee, each of which is composed entirely of independent directors.

Single Voting Class; One Share, One Vote

We have a single class of common stock with equal voting rights.

Each share of our Class A common stock is entitled to one vote.

Majority Voting Standard; Irrevocable Offer to Resign

We have majority voting in uncontested director elections.

Directors tender an irrevocable offer to resign if they do not receive majority vote and our Board will accept such offer to resign absent a compelling reason.

No Supermajority Voting Requirements

Our Amended and Restated Certificate of Incorporation does not have supermajority voting requirements for stockholders when they want to amend our bylaws or remove directors for cause.

Phase-in Declassification of the Board

Our classified board structure is being phased out so that our Board will be fully declassified by our 2025 annual meeting of stockholders.

Annual Board and Committee Self-Assessments

Our Board and its committees conduct annual self-assessments.

No Poison Pill

We do not have a stockholder rights plan, or "poison pill," in place.

Annual Auditor Ratification

Stockholders have the opportunity to ratify the Audit Committee's selection of our independent registered public accounting firm annually.

Executive Sessions

Directors regularly hold executive sessions without management present.

Stock Ownership Guidelines

Directors and executive officers are subject to stock ownership guidelines.

Clawback Policy

We have a clawback policy for the recovery of erroneously awarded incentive-based compensation paid to executive officers in the event of an accounting restatement.

Disclaimer and Forward-Looking Statements

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This report contains express and implied forward-looking statements, which involve substantial risks and uncertainties. Other than statements of historical fact, all statements contained in this report, including statements regarding our plans, initiatives, projections, targets, goals, commitments, expectations, or prospects, are forward-looking statements. The words "believe," "may," "will," "potentially," "estimate," "continue," "anticipate," "plan," "intend," "could," "would," "expect," "aspire," or words or expressions of similar substance or the negative thereof, that convey the uncertainty of future events or outcomes are intended to identify forward-looking statements. You should not rely upon these forward-looking statements as predictions of future events. These forward-looking statements speak only as of the date they are originally made and are based on our current expectations only. These forward-looking statements are subject to numerous risks, uncertainties and assumptions, including scientific or technological developments, regulatory and legislative changes, stakeholder engagement, global political, social and economic trends, evolving sustainability frameworks, and other unanticipated or subsequent developments as well as those described in our most recent Annual Report on Form 10-K and subsequent Quarterly Reports on Form 10-Q, each filed with the U.S. Securities and Exchange Commission. It is not possible for us to predict all risks, nor can we assess the impact of all factors or the extent to which any factor, or combination of factors, may cause actual results to differ materially from those contained or implied in any forward-looking statements we may make. These forward-looking statements are merely aspirational and, in light of these risks, uncertainties and assumptions, we cannot guarantee that the future results, performance, or events and circumstances reflected in these statements will be achieved or will occur, and actual results could differ materially and adversely from those anticipated or implied in the forward-looking statements. We undertake no obligation, and expressly disclaim any obligation, to update, alter or otherwise revise or publicly release the results of any revision to these forward-looking statements to reflect new information or the occurrence of unanticipated or subsequent events, except as required by law.