



CITRIX®

Corporate Social Responsibility

2019
Year in Review



Message from our CEO



— David Henshall,
President and CEO

I am pleased to share with you our 2019 year in review and Corporate Social Responsibility (CSR) report.

Today, more than ever, companies are recognizing the need to focus beyond simply generating a profit — they must uphold high ethical standards and be leaders in responsibility with our corporate actions. This is why organizations are being called upon to exercise social responsibility, especially when it comes to the environment, corporate philanthropy, and governance.

In this rapidly changing global corporate climate, Citrix recognizes the importance of contributing to social equity. We strive to create a better and equitable world by reducing our carbon footprint, building a diverse and inclusive workplace, and making a positive difference for consumers, the environment and the global communities where our employees live and work. From a CSR standpoint, we are committed to driving measurable impact with clear deliverable metrics on the environment, enriching the employee experience, increasing the trust of our consumers, fostering innovation and managing our supply chains with formal governance processes. We are committed to being a good corporate citizen and thought leader, making change happen for current and future workforces, partners and the investor community.



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

2019

This brochure provides you with a glimpse of how Citrix conducted itself in a socially responsible manner during 2019. It highlights some of our achievements as it relates to Corporate Citizenship, Diversity, Inclusion and Belonging, Supplier Diversity and Sustainability. We invite you to browse through these pages for a better understanding of what Citrix is doing to hold ourselves accountable and support our commitments and responsibilities. We thank you for your support of our accomplishments and our commitment to positively impact our communities, employees, customers, partners, and shareholders.

“I’m proud to be part of the inclusive, progressive, and innovative culture we have at Citrix. This is more than just good business; the values we live as a corporation are seen in our thriving CSR programs. When community needs arise, our employees give their own time, energy, and creativity to help out, from disaster relief initiatives to student mentoring and supporting service members overseas. I like to think of our people as a force for good for the society we all share.”

— Donna Kimmel,
Executive Vice President and Chief People Officer

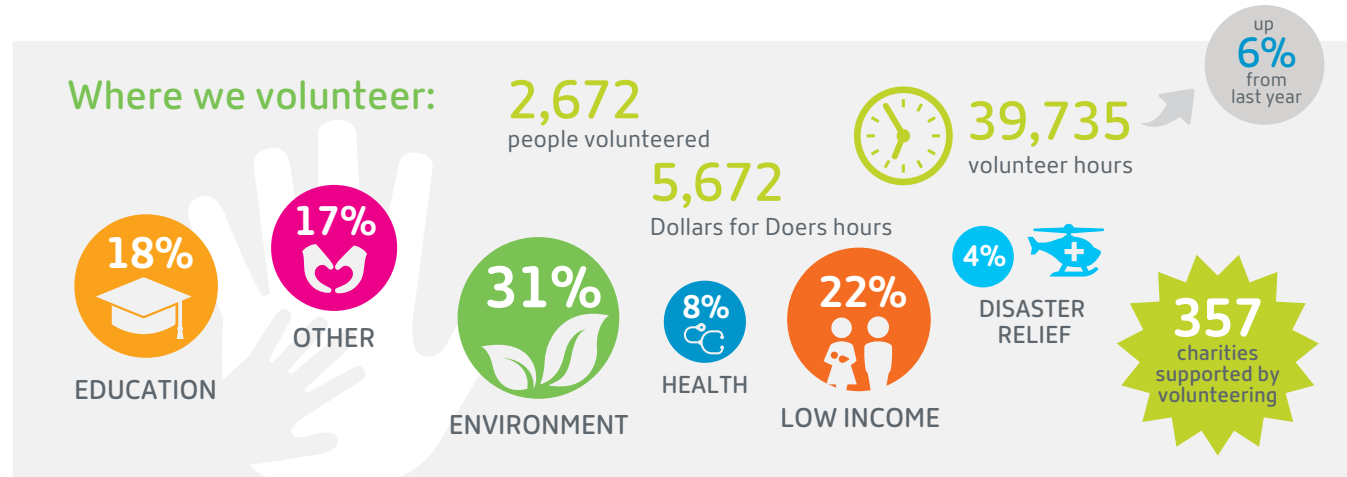


Total Community Investment



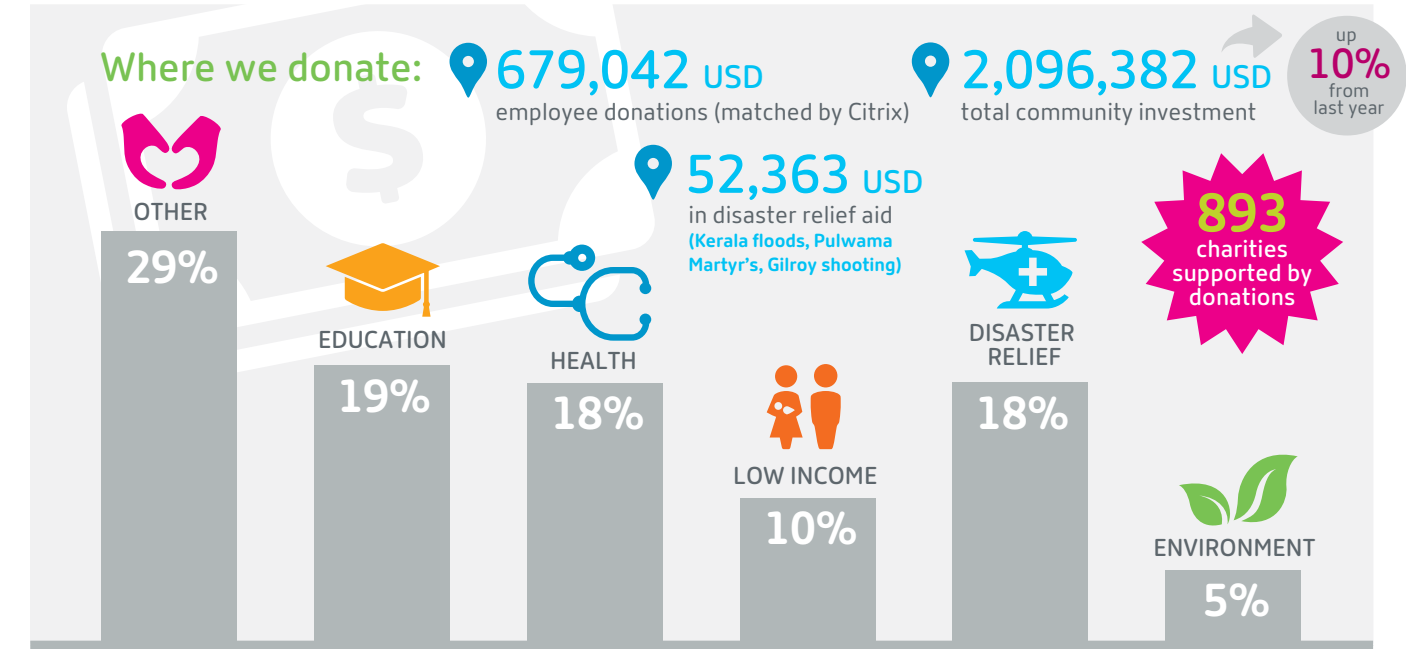
Simply Serve

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. Three additional volunteer days may be used to support disaster relief volunteer efforts.



Simply Give

Citrix matches donations up to 2,000 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.



CSR in India

Fiscal Year April-March	Total Amount Disbursed
2016-17	166,366 USD
2017-18	196,607 USD
2018-19	215,873 USD
2019-20	196,539 USD
Total Funds disbursed	775,385 USD

As part of the country mandate, over the last 4 years Citrix India has contributed 775,385 USD to help communities in need. It has created meaningful and measurable impact in the areas of education, healthcare, environment and sustainability initiatives, disability programs, child care, women in tech, tech incubators and support for Olympic athletes across marginalized states of the country.

"It is wonderful to collaborate with such a sensitive and understanding funder like Citrix. The volunteers transformed the drab looking government school with the simple act of paint and hard work."

- Usha S Shetty, Gramaantara Trust

Empowering the Workforce of the Future

We are proud to partner with nonprofit organizations that empower and inspire today's youth to pursue careers in technology education. By hosting exploration career days in our offices, teaching coding classes and speed mentoring, we aim to ignite a passion for the world of technology.



Fort Lauderdale - Girls Who Code

Citrix again sponsored the Girls Who Code Summer Immersion Program. Twenty high school girls spent 7 weeks learning a variety of computer science courses — from robotics to how to build a webpage. Citrix has expanded our partnership with Girls Who Code and are a founding partner of the College Loop program. This is the first in-person program for Girls Who Code college students, which seeks to sustain girls' interests in computer science by helping them build a sisterhood of supportive peers and exposing them to mentors, role models and careers in technology.

Costa Rica – Women Empowerment

As a way to reinforce the importance of STEM education for young women, the Costa Rica office hosted 60 ninth grade students for a Girls Empowerment Day. The agenda included an overview of Citrix, as well as tutorials from women in engineering sharing their success stories and workshops on career development.

Bangalore – Women In Tech

Citrix India is proud to support 50 girls providing formal English education to promote "Women in Tech". These girls were all first generation learners and bread earners of their families. "I would like to thank the Citrix organization for coming up with the concept of empowering women in tech. Helping under-grad

students pursue their education and supporting them to become independent is an example of humanity in action", said Kavyashree who works as a Quality Assurance Engineer for the software company Sandvine.

Speed Mentoring

Fort Lauderdale, U.S.

Thirty students from Miami Edison High School met with Citrites to discuss resume writing, social media tips and career development. Four additional speed mentoring activities were held throughout the year supporting over 120 students from underserved school districts.

Bangalore, India

Twenty students from a government school visited the Bangalore office for a speed mentoring session. The program was a series of short and focused one-on-one interactions between the mentors and the mentees on various topics including higher studies, career options, role models, hobbies and classroom experiences. Citrix volunteers organized an activity on "listening skills" where students learned the difference between listening and hearing — a basic skill of communication. This was followed by a tour of the office and data center.



Bring Your Child to Work Day

Bring Your Child to Work Day is a fun way to give employees' children a glimpse of the working world and exposes them to what a parent or mentor does during their work day. It helps them envision their future by showing them the value of education and discovering the power of possibilities associated with a balanced work and family life. Employee volunteers work tirelessly to host hundreds of employees' children every year in our larger office locations.

Fort Lauderdale, U.S.

325 school age children participated in a robotics build and coding classes and spent the day learning what their parents and guardians do at Citrix.

Raleigh, U.S.

158 kids under the age of 5 became future Citrix DeTECHtives and spent the day learning about design thinking and programming.

Dublin, Ireland

Employees invited 50 children for a morning of fun activities involved in STEM projects. Twenty-two volunteers used Microbits which were coded to complete circuits of electric dough and count goals for a tabletop football game. Kids had a great time learning about the amazing capabilities of these machines.

Bangalore, India

This program is a very popular event in Bangalore and was held on April 26. Close to 250 kids participated. It was themed "Fun Factory" and the kids enjoyed creative games and live artists. The event ended with a hearty meal and Citrix swag for the children.

Chalfont and Cambridge, U.K.

UK employees' children met in the Chalfont and Cambridge offices for two "Bring Your Child to Work Days". Thirty-one young people between the ages of 7 and 13 participated in two activity-packed days. They started with a tour of the office and then joined an interactive programming exercise.



Global Day of Impact

Serving our Global Communities

Employees from around the world join together during the annual Global Day of Impact campaign to truly make change happen in the communities where they live and work.



“On behalf of all the children and Team SUKRUPA, I thank Citrix for supporting 50 of our teenage girls and reminding them of the importance of staying in school. The generous support of Citrix is crucial to bridge the 30-40% funding challenge that SUKRUPA continues to face each year.”

— Ms. Krupalatha Martin, Founder-Sukrupa

Cambridge, Chalfont and London, U.K.

The Citrix team, TeamTriX, started the Million Makers Challenge for The Prince’s Trust by creating a business plan and securing the seed funding to start fundraising. Their biggest event of the year was the TeamTriX Masquerade Ball, hosting over 200 Citrix employees and partners. A grand total of £104,670 was raised, including the company match and donations from friends and family.

Santa Clara, U.S.

The Santa Clara employees helped brighten the lives of children in need by wrapping holiday presents in support of the Family Giving Tree.

Raleigh, U.S.

The Citrites in Raleigh participated in the Back Our Students drive sponsored by the North Carolina Foundation for Public School Children. The Americas Digital Sales group tapped into their competitive spirit by challenging their teams to give boldly and provided 200 students with backpacks and supplies for the new school year.

Dublin, Ireland

A team of Citrix employees volunteered with Merchants Quay Ireland (MQI), a national volunteer organization that provides services to the homeless and those who are struggling with drug addiction and mental illness.

“It was so busy, with everyone coming through and the staff getting ready for the many, many people who come in at night for a meal. I was proud to work side-by-side with my coworkers and do our part to pitch in and help MQI.”

— Evin Scully, Associate Technical Support Engineer

Nanjing, China

Over 163 Citrites from our Nanjing office participated in a variety of volunteer activities ranging from visiting the Nanjing Autistic Children Treatment Center, to supporting the environment at Turtle Head Isle, to participating in a Health Walk in celebration of Mother’s Day.

Sydney, Australia

The Sydney based team partnered up with EatUp Org to make 1667 sandwiches in just 1 hour (an EatUp Org record!) that were delivered to hungry school kids around Sydney.



Bangalore, India

Forty-five employees from Bangalore got together to help build houses for 3 marginalized families in collaboration with Habitat for Humanity India. It was a humbling experience for all the volunteers to be part of the new homeowner’s journey of building a house of their own.

Melbourne, Australia

FareShare collects surplus and donated food from supermarkets, wholesalers, manufacturers and farmers and cooks it into balanced, ready to eat meals. Our Melbourne based team joined FareShare and prepared and cooked 1300 sausage rolls and 1200 quiches at the FareShare kitchen during their 4 hour shift.

Mexico City, Mexico

Citrites in Mexico City visited the Nursing Home called San Judas Tadeo, where 56 elderly people reside. The team played a very popular Mexican game named “Loteria” and gave out prizes to the winners. Employees also collected pantry and toiletry items which were donated to the charity.

Madrid, Spain

Citrites from Madrid brought heat to people facing social exclusion in the form of much needed warm winter clothing. Coats, especially for children and women, were donated to the Prolibertas Foundation. Monies raised were used to purchase Christmas gifts for children in need in Madrid.

Tokyo, Japan

Our employees in Tokyo participated in several volunteer activities ranging from building healthy and clean living environments, to supporting healthy checkups for children, to donating funds for text books for elementary school children.

Hong Kong

Citrix Hong Kong partnered with the Chinese YMCA of Hong Kong & Raimondi College. They worked with a group of secondary school students from their STEM society to hold an “APPvengers” Workshop for primary students making a DIY (do it yourself) hologram that could project and capture a 3D image.

Singapore

The Singapore team supported the nonprofit partner, Willing Heart, that prepares, cooks and distributes about 5,000 daily meals to over 40 locations island wide, 365 days a year. Citrites helped to prepare and pack lunch boxes, cleared washed dishes and distributed meals to those in need.

Seoul, South Korea

Citrites in Seoul partnered with the nonprofit Hanwool Mental Health Foundation for the activity “Make the Hop!”. It is about making DIY (do it yourself) furniture to support the elderly and underprivileged. Four teams of employees built 4 tables/benches and assembled each part of the table and bench by drilling, nailing, sanding and oil painting the furniture.

Partnering to Support the Community



Synergy

Citrix partnered with the United Way of Greater Atlanta and HeatSync Labs to create another fun and rewarding experience for customers, partners and employees at Synergy. Over 600 customers, partners and Citrites assembled 1,500 STEAM (Science, Technology, Engineering, Art and Math) kits for local Atlanta students. 34 students from 2 local high schools built, coded, tested and battled their robots during the 3rd Annual Battle Bots competition. The #citrixsynergy Social Media Campaign raised over 53,000 USD which was donated to two nonprofits.

By connecting students and Synergy attendees to the future of work, we hope to inspire generations to create future technologists.

Fort Lauderdale Museum of Discovery and Science

Citrix is the Innovation Partner and sponsor for a new Makerspace exhibit that opened in October 2019. This 3,000 square foot makerspace exhibit – Citrix Makes – is designed to address the community’s growing need for STEM education. The Makerspace will offer students and visitors a variety of formal and informal learning activities from robotics and electronics to sewing and 3D printing. Over 90,000 students from Broward County and 400,000 visitors annually will have the opportunity to explore the Makerspace. Citrix has made 5 year financial commitment in support of the Makerspace exhibit.



Joining a Movement – Pinktober and Movember

Pinktober is a global health campaign in support of women’s cancer awareness, prevention and treatment. Movember supports men’s cancer and health issues.



Athens, Greece

On September 29, the Athens team participated in the “Pink the City Race” to support the women’s breast cancer association called Alma Zois, a charity that offers psychological support and counseling to women who suffer from breast cancer.

Fort Lauderdale, U.S.

The Fort Lauderdale Women’s Inspirational Network (WIN), supported by CEO David Henshall, organized several fundraising events to celebrate Pinktober including a bake sale and an expo, inviting exhibitors to sell items designed for women. Twenty percent (20%) of the proceeds were donated to the American Cancer Society in memory of a Citrite whose wife died of breast cancer. Over 1,200 USD was raised.

Bangalore, India

Thirty female volunteers from Bangalore, in collaboration with Mahila Dakshta Samiti, supported Pinktober by helping to screen

65 women for cervical cancer, breast cancer, blood sugar and blood pressure. These women came from marginalized communities where their health is their last priority.

Dublin, Ireland

On Thursday, November 14, Citrix employees in Dublin supported both Pinktober and Movember in a creative way. They were encouraged to dress in Pink and/or sport their best moustache for a great opportunity to create something totally epic while raising funds over 800 USD for the Irish Cancer Society. Citrix Dublin arranged a challenge to dress up in Pink, Very Pink! or take a photo with their choice of Moustache for entering in the competition.

Raleigh, U.S

Over the past 3 years, employees in the Raleigh office have raised over 20,000 USD for the Movember Foundation, promoting awareness for men’s health issues worldwide. Movember’s goal is to reduce the number of men dying prematurely from cancer by 25% by 2030. In 2019, Citrites raised over 6,000 USD with the Citrix match.

Disaster Relief

At Citrix, we focus every day to help our customers reimagine how the future works. But there is no work without people, and when disasters strike, people need our support more than ever. We are proud to support our communities where we live and work, especially when we are most needed.

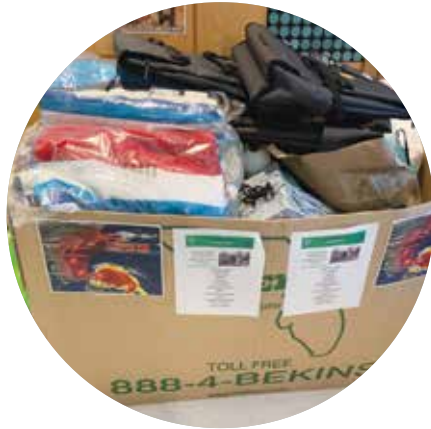


Kerala floods

The 2019 Indian floods affected over thirteen states in late July and early August due to continued rainfall. At least 200 people died and about a million people were displaced. Citrites in India donated 1000 units of essential relief materials. Citrix also donated 10,000 USD to a local nonprofit partner for long term rehabilitative work for 237 disaster affected households across 3 states. Financial support was extended to include utensils for an orphanage, furniture for a school and supplies for educational centers like handmade school bags, pencil pouches, toys, books and learning materials for children.

Citrix India stands for Pulwama Martyr's family

On February 14, India faced a wrath of violence resulting in the martyrdom of 40 soldiers and officers who died in a suicide bombing attack. Employees donated their 1 day salary which was matched by Citrix raising 38,000 USD. These funds were disbursed to three of the families who were impacted to ensure their children's education.



Hurricane Dorian, Bahamas

When Hurricane Dorian ripped through the Bahamas in early September, it was the most intense tropical cyclone on record and regarded as the worst natural disaster in the country's history. Citrites in Fort Lauderdale conducted a disaster relief drive during the month of September and collected much needed items for the victims. Items were shipped to the Bahamas Red Cross. The members of the Black Professionals Network employee resource group (ERG) conducted bake sales and fundraisers in support of the Bahamas Hurricane Restoration Fund.

Gilroy shooting

A mass shooting occurred at the Gilroy Garlic Festival in Gilroy, California, on July 28. Citrix responded with a 5,000 USD donation to support the victims of the shooting.



HR Unity Workshop

The global HR team gathered for the Unity Workshop, a one-time opportunity for colleagues to learn from each other, explore our potential and uncover that authentic sense of teaming to create and innovate together. The highlight of the workshop was 180 team members giving back to the community by creating 82 comfort bags for children rescued from sexual abuse. We partnered with the nonprofit, the Child Rescue Coalition, who rescues children from sexual abuse by building software technology for law enforcement to track, arrest and prosecute child predators.



“Attending the Unity Workshop was a transformational and inspiring opportunity to meet my global HR colleagues. We shared best practices, networked and became global partners and friends.”
said Citrite Sohini Karmakar, from Bangalore, India

Diversity, Inclusion & Belonging



At Citrix, we are striving to create a Culture of Belonging where we each feel as though we fit in, can take risks, and are empowered to contribute as ourselves to drive the future of work.

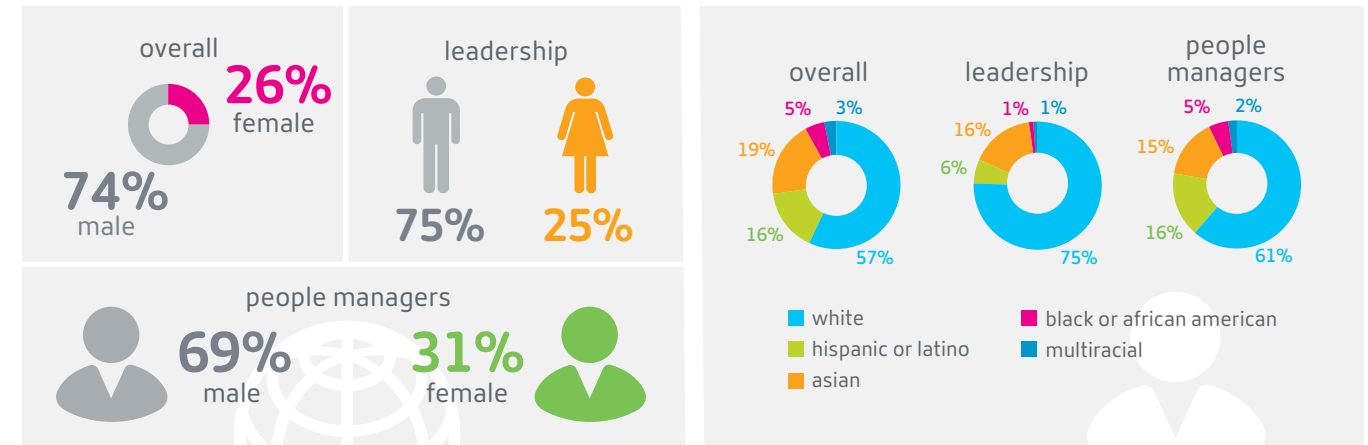
To achieve this, our Diversity, Inclusion, and Belonging Strategy is built on 4 pillars of work:

- **Develop diversity** — reach new candidate sources and support employee growth
- **Mitigate unconscious bias** — remove the unconscious barriers to attract, develop, and retain the best talent from every background and identity
- **Grow inclusive leaders and teams** — develop all Citrites to practice inclusion as the way we work
- **Mobilize our employees** — harness the passion in our workforce to experiment, learn, and grow together

We believe trust begins with transparency and vulnerability. It includes sharing where we've made progress and where we can do better. To that end, we've spent this year focusing on sharing more of our diversity metrics and progress.



Diversity



leadership = all VP and above — people manager = all managers including VP

Where we have made progress:

We've expanded our external reporting on key metrics.

- All metrics will be reported at the entire employee populations, people manager, and leadership.
- We have started to share more detail for under-represented minorities in the United States, especially the race and ethnic minorities that are in the U.S. census.

In 2019, we've made remarkable progress in increasing the number of female executives through increasing the diversity of our external networks and conducting targeted outreach for key positions.

We launched a mitigating bias in hiring toolkit that incorporates tools and practices to ensure that we are minimizing unconscious bias in our hiring process.

Where there is opportunity:

Over the past year we have made impactful progress, but we realize there are many areas where there is work to be done. Looking forward to 2020 we aim to...

- Continue to increase our outreach to women, black and African American, LGBTQ+, veteran, and disability communities to build our pipeline of talented professionals.
- Train hiring managers and recruiters on tools and practices to ensure bias is mitigated in our hiring process to ensure there are no additional barriers for underrepresented groups.



Increasing Representation of Underrepresented Groups

Over the past year, we focused on enhancing our Diversity, Inclusion, & Belonging program and tailoring it to Citrix: our people, our values and our culture. Part of our strategy is focused on developing diversity to increase representation of our focus identity groups through partnerships with: Disability:IN (Disability); Grace Hopper & Girls Who Code (Women); National Society of Black Engineers (Black Professionals); Human Rights Campaign (HRC), & Pride Circle (LGBTQ+).

We are focused on building tools and resources to incorporate bias mitigation practices into our business processes to help win top talent from all identities, backgrounds and perspectives, including: gender neutral job postings; diverse interview panels; market pricing compensation offers. In 2020, we plan to expand our bias mitigation work into performance management, succession, and compensation.



Employee Resource Groups

Our **Employee Resource Groups** (ERGs) are self-organized, Citrix sponsored groups, focused on cultivating a sense of belonging and inclusion at Citrix. Each ERG supports an underrepresented group of employees to build community for members, educate allies, and attract and retain diverse talent.

We have 7 ERGs with 25 Chapters around the globe, they are focused on Women, LGBTQ+, Latino, Black, Military Veteran, Disability, and Foster Families & Adoption. These groups have significant impact on employees and the broader community by providing “safe spaces” for members, educating allies, and attracting and retaining diverse talent.

- The **Black Professionals Network** hosted events in our offices in Fort Lauderdale, Raleigh, Alpharetta and Santa Clara and virtual events globally for Black History Month featuring career mentoring and volunteer events.
- The **Pride Alliance (LGBTQ+)** ERG has launched new chapters in Bangalore, Dublin, and Costa Rica, along with our current chapters in Ft. Lauderdale and Raleigh. This year we participated in Pride celebrations around the globe and hosted a virtual event to educate employees on gender identity and expression. Citrix was named A Best Place to Work for LGBTQ Equality for the third year, in a row, by the Human Rights Campaign.
- The **Women’s Inspirational Network** (WIN) celebrated International Women’s Day with events promoting diversity, inclusion, equal pay, and opportunity in eight Citrix offices.

Leaders encourage employees to support the #PledgeForParity campaign, donate to organizations supporting girls and young women, such as WAGGS (World Association of Girl Guides and Girl Scouts), and volunteer with local nonprofits working for the development and empowerment of women.



- The **Veterans** ERG is an important part of our Diversity, Inclusion and Belonging strategy and Citrix life. In 2019 Citrix honored Veterans Day as one of our observed U.S. holidays so we can remember the sacrifices made by those who have served and continue to serve. This year, we collected over 40 U.S. flags that were ready for retirement (i.e. faded, tattered torn or not fit for display). These flags were delivered to the American Legion where a local Boy Scout Troop conducted an official retirement ceremony.
- In honor of October’s **Disability Awareness Month**, Citrix signed onto the Valuable 500 Partnership and joined Inclusion Works, a community of corporations working together to share best and evolving practices for Disability equality. And earlier this year, Citrix was named a Best Place to Work for Disability Inclusion, by Disability:IN and the American Association of People with Disabilities (AAPD).
- **Hispanic Heritage Month** was in September. The Latino Employee Resource Group hosted a series of events to share the rich Latino culture, food, dance, experience and of course, the Latino people.
- The **Foster Family & Adoption Employee Resource Group** sponsored a number of events, including: Child Abuse Prevention Month; the Guardian Ad Litem program; and, provided resources to employees for being a Foster and Adoptive Parent.



New Learning Series Launched

Citrix launched a 3 part Cultivating a Culture of Belonging learning series to share best practices and support each other as we champion inclusiveness and belonging across Citrix.

The series starts by exploring our own identity and how it impacts the networks we build. Along the way employees learn: how our identities inform our perspectives and a way to take actionable steps to incorporate other points of view; what management can do to encourage an inclusive work environment and what factors are involved in successfully leading diversity in the workplace; and, how to uncover our own unconscious biases that can result in prejudice and stereotypes in the workplace. Employees learn the benefits of diversity in the workplace, building relationships and understanding the affects you have on others.

“We at Spastics Society of Karnataka are very grateful and happy for the Citrix partnership. The sponsorship of the children has helped in strengthening their rehabilitation goals, giving them a chance for inclusion and helping other under-served children with disabilities. Heart, Head and Hands — this is what Citrix as a company stands for in its commitment to children with disabilities.”

– Priya Rao, Executive Director, Spastics Society of Karnataka

Commitment to Being a Best Place to Work



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 (or minority-owned) suppliers.

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.

United States Supplier Diversity classifications tracked at Citrix

- Disabled Owned Business Enterprise (DBE)
- LGBT Business Enterprise (LGBTBE)
- Minority Owned Business Enterprise (MBE)
- Small Business Enterprise (SBE)
- Social Enterprises (SBA-8A, Hubzone, Labor Surplus)
- Veteran Owned Business Enterprise (VBE)
- Woman/Women-Owned Business Enterprise (WBE)

Citrix Corporate Diversity Council Memberships/Partnerships

- Disability:IN
- National Gay Lesbian Chamber of Commerce (NGLCC)
- National Minority Supplier Development Council (NMSDC)
- Women Business Enterprise National Council (WBENC)

Our diversity council corporate partnerships help us identify qualified companies within each of these diversity categories, providing access to their vetted databases of certified diverse organizations to engage for potential business opportunities at Citrix.

Supplier Diversity Fair 2019

In support of our Supplier Diversity initiative, Citrix Systems, Inc. hosted the 2019 Interactive Supplier Diversity Fair (ISDF). 22 diverse suppliers, 5 Supplier Diversity Advocacy organizations and Citrix employees from various departments convened at the Citrix campus in Fort Lauderdale to discuss how diverse suppliers may potentially gain business opportunities with Citrix and/or to extend their existing business relationship(s).

The diverse supplier attendees included 12 woman-owned businesses, 6 minority-owned businesses, 2 LGBT-owned businesses, 1 disabled-owned and 1 service disabled veteran-owned business.

This experience is an ongoing attempt to provide opportunities to diverse suppliers based upon cost, quality and service standards. It was the first event of its kind hosted by Citrix.

What made it interactive?

The fair was designed to achieve two aims: raise awareness around supplier diversity internally within Citrix, and provide an opportunity for suppliers to interact face-to-face with Citrix decision-makers in a “trade fair-like” setting. A key benefit for the suppliers attending was to understand more about how sourcing decisions are made at Citrix.

New orders have already been placed with suppliers as a direct result of the introductions made during this session.



Sustainability – Global Accomplishments

There were many accomplishments in 2019 from across the world including:

Another successful Earth Day was conducted in Fort Lauderdale on April 18 to raise awareness and funds for local environmentally-focused nonprofits. We welcomed over 500 attendees and raised 7,420 USD in proceeds that was evenly donated to the nonprofits in attendance.

Our Raleigh office is certified LEED Gold and joins Fort Lauderdale and Santa Clara in providing onsite EV charging stations to offset greenhouse gas emissions. We also sponsor the public bike program for the City of Raleigh, called Citrix Cycles. See our lifetime charging station stats below.



- The installation of LED fixtures is part of our new builds and construction projects
- Reduction and/or removal of single-use plastics in our cafes and break rooms
- Composting in our Raleigh, India and Santa Clara locations



- Earth Day/World Environment Day at various sites
- Green Teams established in Fort Lauderdale, Raleigh, Costa Rica, India, Dublin and Singapore
- Check out the Sustainability website here: <https://www.citrix.com/about/sustainability>

Here's how EV charging has helped:



We've avoided **262,754** kg greenhouse gas emissions



that's like planting **6,747** trees and letting them grow for 10 years

Sustainability Initiatives 2019 – 2020

In EMEA, the Go Green Team, which is a partnership between the Real Estate and Facilities Services team and volunteering Citrites from the various offices across the region, led a number of Awareness Campaigns through onsite events and webinars. All the initiatives were very well attended throughout the region and lots of new ideas/suggestions were discussed. Below is a summary of Sustainability Initiatives carried out and planned in the region:

Awareness Campaigns

- How-to: Proper recycling practices
- EMEA Go Green Team member drive
- Food waste
- Earth Day
- World Environmental Day
- Single-use plastics reduction

Corporate Citizenship

- Waste cleanup neighboring areas – community impact

Sustainability projects for 2019/2020

- Waste reduction/recycling
- Furniture redeployment/recycle
- Building Management Systems optimization/reduce energy consumption
- Carpooling
- Upgrade Mechanical and Electrical plant

In the APJ (Asia Pacific/Japan) region, the team worked hard to accomplish many sustainability initiatives including reducing our carbon footprint, energy and water reduction and waste management. The India team also participated in World Environment Day including the planting of 700 saplings.



“We are thankful to Citrix for supporting HAIL which aims to be the flag-bearer for solving problems facing mountainous regions with respect to climate change, global warming & rural migration. This program is an important first step towards creating a bright & sustainable future for the mountain communities in the Himalayas.”

– Gitanjali, Founding CEO, HIAL

Key Statistics: Sustainability Achievements – India

carbon footprint reduction

15% of transport fleet is electric vehicle, thus avoiding 3.75 tons of carbon emission

4,820 planted saplings were distributed as a part of a world environment day celebration

90% of energy consumed is from renewable sources, thus avoiding 7,050 tons of carbon emission

energy and water

* Consolidated savings since 2016 until 2019

2,178 MWh of energy saved from Energy Savings Projects

This saved energy helped to light up 4,350 homes, thus avoiding carbon emission by **2,047 tons**

4,055 kiloliters of fresh water saved annually by using aerators for taps and recycled water for flushing

waste management

* Consolidated savings since 2016 until 2019

3.3 tons of food waste converted to organic manure and 13.7 tons of dry waste exchanged with 1,300 recycled note pads

Looking forward, the India team has many important sustainability projects planned for 2020.



India Sustainability Project Details Planned for 2020

energy

Replacement of T5 fixtures with **LED fixtures** at Dynasty office phase 2

Replacement of chilled water based PAC's and split units with **Dual fluid units** at Dynasty office

UPS **Optimisation** at EGL (replacement of 3 X 200 KVA UPS with 2 X 160 KVA and 1 X 100 KVA UPS)

Energy saving – 819 MWh/Year and cost savings expected **102,000 USD**

waste

250 ml bottles are used for meetings and discussion rooms

~ 60 K bottles used per annum, i.e., 600 KG's of plastic waste generated annually

Replace plastic with glass water jars and cups

water

Based on average annual rainfall and roof area, approximately **2,000 KL of rain water** can be harvested in a year

Currently, rainwater is running off to storm water drain and **not utilized**



It Takes a Village

More than 70 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.

AMERICAS

Alpharetta, GA

Brittany Tatum
Valeri Bonchev
Josivaldo Pereira

Bethesda, MD

Maria Chang

Sao Paulo, BR

Cristina Perez

Burlington, MA

Britney McCall
Melissa Boudreau

Markham, CA

Issa Paez

Bogota, COL

Johana Calderon

San Francisco, CR

Nancy Jimenez
Tawny Barnett
Carolina Murillo Rodrigues
Norman Morales
Daniela Picado
Jorge Segnini
Angelica Rodriguez

Dallas, TX

Geri Mooren

Downers Grove, IL

Jeri Shore

Fort Lauderdale, FL

Joy Chambers
Lee Rubin

Latin America

Lizette Arias

Mexico City, MX

Isabel Veytia

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Portland, OR

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Guaynabo, PR

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Raleigh, NC

Jeanette Golden

Santa Clara, CA

Rosa Resendez
Kim Haniger
Lynette Tang
Cindy Tieu

EMEA

Amsterdam, NL

Gina Leidelmeijer

Cambridge, UK

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Chalfont, UK

Cristina Pardo
Simon Muskett

Dublin, IR

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London, UK

Rosie Hodgart
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Madrid, ES

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Munich, DE

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Guillaume Gesse
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Patras, GR

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Prague, CZ

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Simona Koszty

Rome, IT

Benjamin Jolivet

Schaffhausen, SW

Laura de Caso y Basalo
Nico Bruno
Oliver Kirchner

Stockholm, SE

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APAC

Sydney, AU

Wendy Robinson
Jack Bal

Karo Esmaili

Alex Lindstrom

China – Beijing

Gloria Ge

China – Nanjing

Lei Cao
Tina Fu

China – Shanghai

Gloria Ge

Bangalore, IN

Aayush Agarwal
Abhirup Dey Purkayastha
Anudeep Athlur
Arvind Kandula
M Manogna
Monica Aswani
Pavan Kr. SV
Prashanth Mallya
Roxanne Newcastle

Sandhya Urmi

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