

NUTANIX™

# ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT 2020



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**Rajiv Ramaswami**  
CEO, Nutanix Inc.

# LETTER FROM OUR CEO, RAJIV RAMASWAMI

2020 was a difficult year for our global community. COVID-19 challenged our governments, communities, businesses, and our everyday way of life. Social injustices shed light on systemic racism and inequalities that are prevalent in our world but too-often ignored. The global climate crisis was brought to the forefront of our minds as natural disasters impacted many parts of the world. At the same time, through those hardships, we saw people come together and lift each other up as we felt the impact of these challenges. We saw the business community quickly pivot and respond with resources to meet the needs of local and global communities. As I've talked to our customers, partners, and employees I have been impressed by their resiliency and am grateful. At Nutanix, being Hungry, Humble, and Honest with Heart have always been our values, and remained our beacon to serve communities with the courage, empathy, and authenticity needed this past year.

## ESG at Nutanix

There has been a tremendous amount of work done by our employees to make Nutanix a great place to work and to hold ourselves accountable to the highest standards. Our first step demonstrating our commitment to environmental, social, and governance issues is transparency and I'm proud to present our first annual Environmental, Social, and Governance (ESG) report to our shareholders. We will share our progress on an annual basis to demonstrate our ongoing commitment to ESG and the important part it plays in our success.

## COVID-19 Response

Throughout the pandemic, we implemented a number of precautionary measures to ensure the continued safety of our customers and uninterrupted service to our customers. Within a two week period, we moved from having roughly 30% of our global team members working remotely--and 70% working in our offices--to nearly 100% working remotely, with no service interruptions and maintained our high NPS scores throughout this transition. We launched programs like well-being workshops, flexible work schedules, mindfulness sessions and internal social media health challenges to support the well-being and continued development of our newly, 100% remote workforce. Our products allowed our customers to quickly pivot as well, providing virtualized and secure cloud solutions for increasing remote needs.

## Diversity, Equity, and Inclusion

A diverse workforce and a culture that celebrates and supports that diversity is proven to lead to a better innovation for businesses. While we believe Nutanix is a fantastic place to work for all of our employees, we still have a long journey ahead. We know we can do better, and we will. This past year, we've taken the urgency of this time to have tough conversations and launch programs that will cultivate a company culture that not only attracts more diverse talent but unleashes their full potential within an environment that is welcoming and inspiring for all. From expanding our employee resource groups, to launching company-wide education on unconscious bias and diversity topics to forming our first Executive and Employee Diversity, Equity, and Inclusion Councils, we have leaned into our culture principle, Bias for Action, and continue to take steps in the right direction.

## Community Impact

At Nutanix, we take pride in the work we do, both inside and outside the company. The success of our social impact program, .heart, involves each and every one of our team members. In 2020, together with our employees, we donated over 1,500 volunteer hours and \$67,000 to 250 community organizations worldwide. Across our global footprint, .heart has empowered the collective impact of our workforce through focused volunteer efforts, and matched giving for local and global campaigns. Our Women in Tech Scholarship Program, youth internships and workforce development programs with the veteran community are just a few of the ways I'm proud to share how Nutanix supports local communities.

## Environmental

Sustainability is at the core of our business. The technology that Nutanix pioneered enables our 19,000+ customers to significantly reduce their carbon footprint through utilizing less hardware to run the same workloads. We have also empowered telecommuting business models long before the pandemic with virtual desktop infrastructure, ensuring our customers can seamlessly adopt hybrid working models without interruptions to their workforce. This past year, we took a deeper look at our overall emissions and formally measured the impact our business has on the environment. While we still have an opportunity to reduce our footprint, this is the first step of many for us to reach carbon neutrality.

## Looking Ahead

I'm incredibly proud of the way our teams and our business have come together to support each other and our customers. Looking ahead, we have many opportunities to expand our efforts and continue to join and drive collective solutions to the challenges our world is facing economically, socially, and environmentally. Never in the history of Nutanix has being a strong corporate citizen been more important. We are up for the challenge and committed to continuing our progress forward. I'm inspired by what we've accomplished and am humbled by the opportunity to continue serving and delighting our customers and our communities.

Sincerely,



Rajiv Ramaswami



Nutanix stretches far and wide with over 70 offices across the world. Our team of 6,000+ employees are the heartbeat of Nutanix. Together we serve over 19,000 global customers, each with diverse needs and objectives, who have helped us realize a revenue of \$1.31 billion in fiscal year 2020.

**70+**



**GLOBAL LOCATIONS**

**\$1.3B**



**REVENUE FISCAL YEAR 2020**

**6,000+**



**EMPLOYEES WORLDWIDE**

**NTNX**



**NASDAQ NTNX**

**19,430+**



**CUSTOMERS WORLDWIDE**

**f** **in**

**SOCIAL**  
**Connect With Us**

Data as of December 31, 2020; Customer data as of April 20, 2021.

# ABOUT NUTANIX

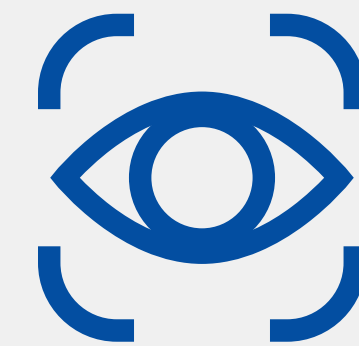


# VISION & MISSION



## OUR VISION:

Make clouds invisible, freeing customers to focus on their business outcomes.



## OUR MISSION:

Delight customers with a simple, open, and hybrid multicloud software platform with rich data services to build, run, and manage any application.



Nutanix is led by several core values that help inform all of our actions. We're hungry to be the best, humble in how we think and act, and honest to do the right thing.

## HUNGRY TO BE THE BEST



- Be **Ambitious** to achieve our dreams
- Be **Courageous** to do what matters
- Be **Tenacious** to keep customers happy

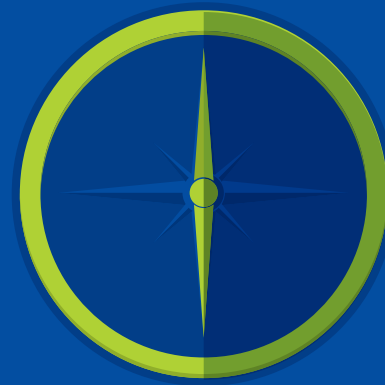
## HUMBLE IN HOW WE THINK AND ACT



## HEART

- Be **Empathetic** to employees, customers, partners
- Be **Respectful** of differences
- Be **Appreciative** of others

## HONEST TO DO THE RIGHT THING



- Be **Authentic** and true
- Be **Credible** - walk your talk
- Be **Transparent** for stronger collaboration

# CORE VALUES



# CULTURE PRINCIPLES

Along with our three core values, we strive to align our actions and decisions with 12 overarching culture principles. These help all of our employees select the best course of action for any given situation, helping each and all of us stay aligned no matter what we're doing.



WE START WITH WHY...



OBSESS OVER THE CUSTOMER & FRONTLINE



THINK BIG BUT START SMALL



HIRE OFTEN AND HIRE DIVERSE



HAVE BACKBONE; DISAGREE BUT COMMIT



HAVE BIAS FOR ACTION



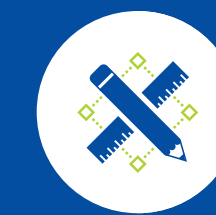
BELIEVE IN STRIVING



SHOW GRIT



WE HATE WASTE



DESIGN IS EVERYTHING!



CELEBRATE AUTONOMY



GET COMFORTABLE BEING UNCOMFORTABLE



# OUR PEOPLE

**Our people make Nutanix a special place to work. We share an intellectual curiosity, a bias for action, and an obsession with delighting our customers. We are builders and problem solvers who celebrate autonomy and push ourselves to get comfortable being uncomfortable.**

## Company Awards



## **Commitment to Anti Trafficking and Slavery**

We have policies in place to ensure all our employees have the right to work and are paid fairly, that we act with integrity and ethically, and that we have effective measures in place to ensure slavery is not present anywhere in our business or supply chain.



# BENEFITS HIGHLIGHT



**The Nutanix benefits package aims to offer physical, mental, and financial support to all our employees and their families. We offer a range of globally available programs as well as specifically tailored benefits packages for each country based on local market practice and the competitive landscape.**

### **Global Well-being and Mental Health Programs**

Nutanix has always strived to provide global well-being and mental health programs. We have continued to bolster our employee support programs since the Covid-19 pandemic began. Our global programs include:

- **Employee Assistance Program (EAP):** Our global EAP is available to our employees and to their eligible dependents. The EAP provides support to those who may be experiencing a multitude of life-changing or challenging situations, including suffering from fear or stress related to COVID-19, financial struggles, or substance abuse issues.
- **Child development support:** To support parents raising children with learning or behavior challenges or developmental disabilities, Nutanix provides an award-winning support resource. This program does not require children to have a medical diagnosis, and is available to all parents who would benefit from child development support.
- **Online health engagement:** Our online well-being tool includes over 4,000 videos focusing on fitness, nutrition, mindfulness, finance, and sleep. The holistic program benefits employees of every age, fitness level, and body type. Global employee challenges also promote teamwork.

**Paid time to volunteer and matched giving:** Created to support our employees' efforts to give back to their local and global communities by permitting them to take time off for volunteer activities during the business day. If employees choose to donate money instead of time, Nutanix will match those dollars up to a certain amount each year. We also provide Dollars for Doers donations to financially support nonprofits chosen by our employees for every hour they volunteer, up to a certain amount.

**Well-being days:** During the pandemic, Nutanix is offering quarterly company days off allowing all employees to take a mental and physical break, collectively.

**No-Meeting Fridays:** Employees are encouraged to design their work-weeks such that Fridays are meeting-free to enhance personal effectiveness and improve wellness.

#### **Country Benefit Packages**

Country benefit packages are tailored to local requirements to be aligned to local market competitive practice and statutory requirements and typically include:

- Competitive compensation, Equity and ESPP
- Robust health coverage for employees and their dependents
- Risk insurance benefits: life, disability, and accidental death and dismemberment coverage
- Retirement benefits

**Vacation and emergency leave:** We encourage employees to take time off from work to recharge and connect with family, friends, community, and to take care of personal matters when they arise.

**Paid leave benefits:** At Nutanix we offer many leave benefits, including Maternity/Pregnancy, Parental, Medical/Disability, Family, Military and Personal leave. This allows employees to find the right support channel no matter what their life circumstances are.



# PROFESSIONAL DEVELOPMENT PLANS

## **Learn with Leaders Program (Book Reading with Leaders)**

Our Learn with Leaders program brings Nutanix employees together through sharing great reads for personal or professional development. Leaders devote their time to learning with employees by choosing a book/article/topic of their choice and gathering in small intimate settings to discuss the respective book with employees. This is a great opportunity for employees and leaders to learn by sharing their own stories and listening to others in a safe environment.

## **Digital Learning for Employee Enablement**

We believe learning should be accessible to all, anytime, anywhere. With that, Nutanix has firmly adopted the use of LinkedIn Learning, a digital learning platform where all Nutanix employees at any level can access over 7,500 courses in multiple languages to keep up to date on new developments in any area at any time.

## **Manager Enablement - Manager Quick Start, Manager Quick Start Online**

Nutanix offers a structured learning path for managers to set the tone for their team through their leadership. All managers start their journey with an onboarding webinar, Manager Quick Start (MQS), which encourages interaction and engagement so all new managers can gain confidence in their new positions. Graduates of MQS move on to Manager Quick Start Online, a 5-week course that dives even deeper into topics covered in MQS.

## **Manager Enablement - Global Events**

Global Management Xperience (GMX) and Manager Connect (global manager-all-hands) are special events that connect managers regionally (we've done this globally during the pandemic) to get company updates, learn management enterprise skills together, learn from experts, share wisdom from their experiences, and build a community. The speakers and immersive agenda equip managers with critical information on our business strategy and culture, while also offering interactive opportunities for skill-building to enable bold and empathetic leadership in a new, virtual management paradigm.

### **Management Essentials**

The Management Essentials course aims to explain and demonstrate the key aspects of what it means to be a successful manager at Nutanix. This is a two day virtual program that covers the topics of growing your team, managing performance, motivation and engagement, reward and recognition, feedback, managing change, and managing conflict. In this simulation experiential gamified learning experience, managers have the opportunity to role play hiring decisions, performance management conversations, and conflict resolutions using customized case studies and real time Nutanix examples.

### **Employee Enablement - Speed Coaching**

We believe learning should be accessible to all and Speed Coaching allows Nutanix to democratize coaching and make it available to all employees. Speed Coaching gives Nutanix employees the opportunity to sign up for a one hour session with an expert coach who can provide a third party point of view regarding any job related issue or skills the employee would like to talk through or develop. Career development can be a personal journey, and these confidential speed coaching sessions create a safe space for employees to speak openly with business coaches on how to navigate through any challenges, such as office politics or their next big career move.

### **Employee Enablement - Customized Workshops**

Aside from our digital offerings, another way we encourage and enable employees is through our high touch customized learning workshops. These interactive team workshops are tailored to teams' needs and are offered globally. Our most common workshops are the Emotional Intelligence, DISC self-awareness sessions, influential communication, and team building. Culture-specific workshops like addressing and fighting bias are also offered to employees for addressing their unconscious biases and to ensure we are treating employees with dignity and respect.





### **Future Leaders Program and Future Managers Program (currently offered in EMEA)**

Future Leaders Program (FLP) is a year-long program focusing on increasing self-awareness, developing team leadership skills, and business acumen. Future Managers Program (FMP) is a one year, fully virtual program covering topics such as transitioning to management, hiring, goal setting, managing performance, feedback and conflict management, as well as developing your people and your team through rewarding, engagement, and motivation.

### **Language Learning Programs (EMEA and APJ)**

Language Learning Programs are aimed at improving the English levels of employees in the EMEA and APJ regions. Participants are offered 36, 45-minute lessons, taken over the course of six months. The sessions are personalized with participants, so that they are able able to focus on the areas most in need of development.

### **NuXperiences - Employee Wellness**

At the start of the pandemic and working remotely, Nutanix got comfortable being uncomfortable and offered a variety of new virtual experiences. The company launched a series of live webinars on resiliency, daily 15-minute mindfulness meditation circles led by trained employees, and an internal social media health challenge to encourage colleagues to do ten reps of an exercise and nominate others to do the same. We also launched a global Nutanix Olympics challenge where over 350 employees competed for points based on the minutes of physical activity each person logged. Over the summer we launched a kids camp run by 16 Nutants around the world for 1,500 Nutanix kids to attend 40 different virtual sessions on drawing, 3D design, photography, baking, dance, yoga, financial literacy, Dungeons & Dragons, martial arts, and more.

The NuExperiences team also offers ergonomic support through virtual workshops, evaluations, and an online tool for self-assessment. Employees have the autonomy and flexibility to shape their new work environments and adapt their schedules to address new demands while still being accountable and productive.

### **Feedback from Program Participants**

**“Great free offerings for Nutanix employee children to help keep them occupied during the quarantine times over the summer. My kids participated in a couple of different sessions and learned a lot and had a great time!”**

**“I love that we can stop in the middle of the day to focus on self-care and calming my breath, especially on hectic days. I never thought about meditation so It was a change and nice to “connect in place” with other Nutants in a different way. Those 20 minutes can totally reset your mind and fill you up with energy to continue the day.”**

**“There is a genuine focus on employee wellness and making sure that all employees have the opportunity to participate in a variety of programs to enhance both their physical and psychological well-being. The enthusiasm and positivity of the teams that manage these programs shows the true commitment of the Nutanix leadership team to always keep employees’ wellness at the forefront of their planning.”**



# DIVERSITY & INCLUSION



At Nutanix, we value that our differences make us stronger. Our diverse backgrounds, experiences and perspectives when shared, make us a more innovative and resilient team. We can better delight and serve our customers, when our teams reflect the diversity of businesses and communities we serve.

Attracting, fostering, and retaining a diverse, inclusive culture is essential to the continued success of our business. Together, we are driving initiatives to continuously cultivate a place where all employees can bring their unique experiences and backgrounds together to build industry leading software.

## **How we define Diversity, Equity, and Inclusion:**

### **Diversity**

At Nutanix, we respect different expertise, skills, talents, identities, lived experiences, and perspectives which helps us be a more creative, compassionate, and innovative company. We are not all the same, and we like it that way.

### **Equity**

We work to eliminate bias language and actions with built-in accountability across all teams, so that every Nutant is treated fairly, equitably, and with integrity.

### **Inclusion**

We ensure every Nutant, client, and customer is valued, seen, and respected for who they are. We take the time to understand the needs in policies, processes, physical and virtual spaces, and products and do the work to create an inclusive environment for all.



**Diversity, Equity, and Inclusion Executive Council:**

The Executive Diversity, Equity, and Inclusion Council (DEI) was formed to set the vision for the company's overall DEI strategy and integrate it into company values, best practices, goals, and objectives. Led by our CEO, Rajiv Ramaswami, the council consists of 17 senior leaders, who drive initiatives to foster a diverse team, create safe spaces for our employees and set our goals to advance our DEI programs as we continue our journey.

**Diversity, Equity, and Inclusion Employee Council:**

The Employee Diversity, Equity, and Inclusion Council (DEI) supports the implementation of the DEI strategy and policies established by the executive council. The council also updates company leadership on program needs and the progress of initiatives throughout the organization.

**LIFE Groups:**

LIFE groups at Nutanix are employee-led and employee-organized groups that share common life experiences and backgrounds. Membership is open to all employees and allies are encouraged. LIFE groups have a charter to encourage networking, professional development, and cultural awareness. LIFE Groups at Nutanix include:

- LatinX
- NuShades
- Qutants
- People First Alliance
- Project Victory
- Webscale Women

## Education/Training

To foster education and awareness on diversity, equity, and inclusion topics, Nutanix has a robust training program comprised of 26 total courses that cover unconscious bias training, inclusive leadership, anti-racism, working with remote teams, gender diversity and more.

## Training Roadmap



### Our Employee Data

Nutanix global workforce representation is 19.3% female and 80.6% male. In the United States, representation was 35.1% Asian, 5.7% Hispanic/LatinX and 2.3% Black/African American.

We still have a lot of work to do to reach our diversity goals, but are committed to transparency as we use these metrics as our benchmark moving forward.

**19.3%**

**Globally  
Females: 19.3%**

**80.6%**

**Globally  
Males: 80.6%**

#### U.S. ONLY

**African American 2.3%**

**Asian 35.1%**

**Caucasion/White 54.1%**

**Hispanic/LatinX 5.7%**

**Multiracial 2.0%**

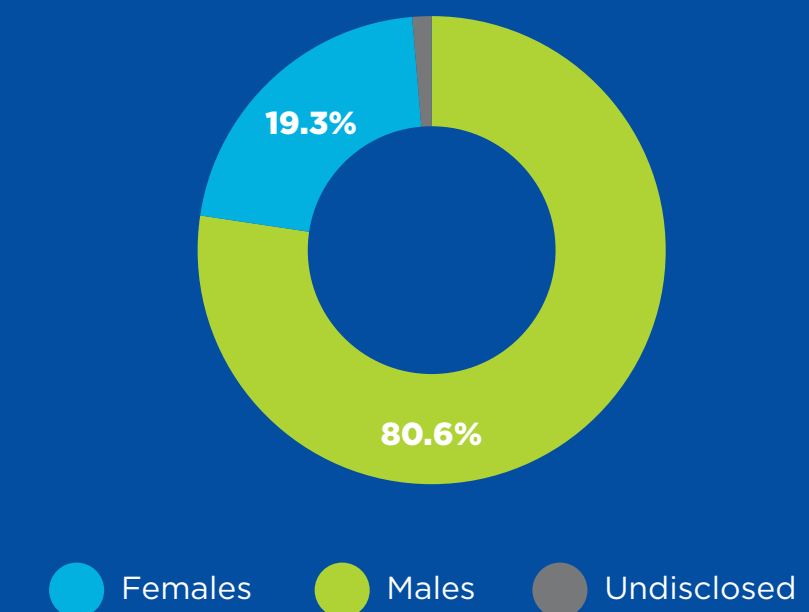
**Other 2.9%**

**Native Hawaiian or Pacific Islander 0.4%**

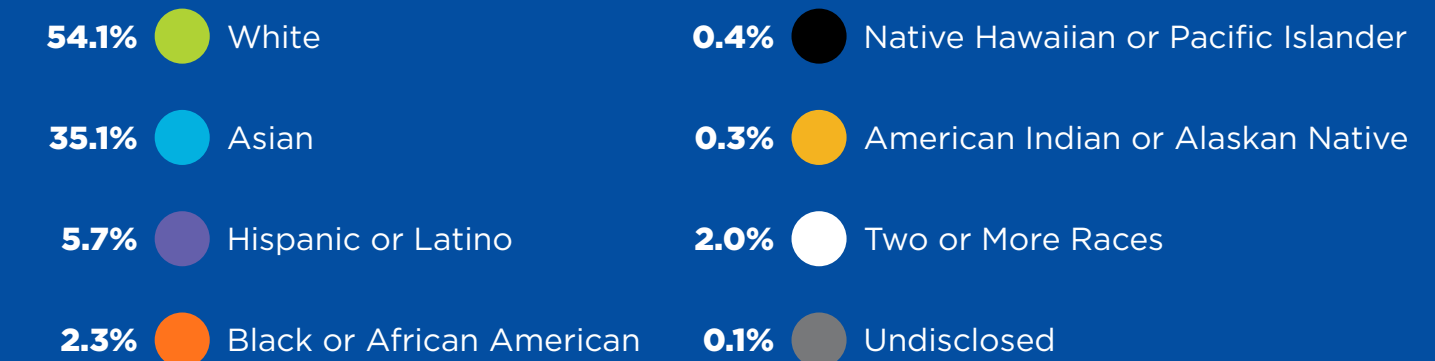
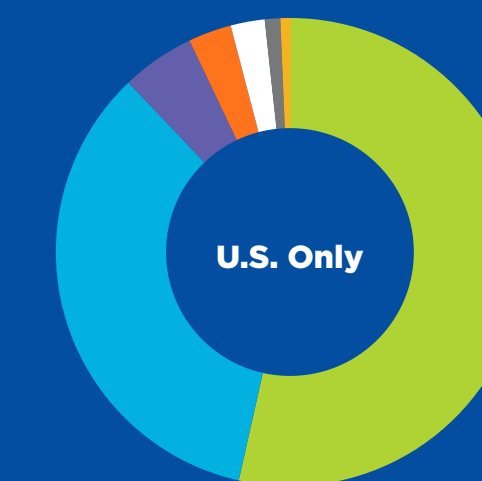
**American Indian or Alaskan Native 0.3%**

### GENDER

All Nutanix chart



### ETHNICITY





Leadership • Inclusion • Friends • Experiences

# L.I.F.E. GROUPS

**LIFE Groups** at Nutanix are employee-led and employee-organized groups that share common life experiences and backgrounds. Membership is open to all employees, and allies are encouraged. LIFE groups have a charter to encourage networking, professional development, and cultural awareness.

AlliesInAction



# NuShades

**NuShades** is a Nutanix life group that fosters the inclusion and advancement of employees that identify as Black or of African descent. The group's mission is to create an inclusive environment that celebrates, encourages, and supports each other through the recruitment, retention, and continued personal and professional growth of Black/African employees, providing mentorship as needed and empowering upward mobility. The group also cultivates awareness and inclusion for employees of African descent through networking, regular meetings, social gatherings, educational opportunities, and external speaker series.

## Highlighted Events

- **Racism & Wellness Panel:** This event highlighted personal experiences and helped others understand the connection between racism and wellness. It was an opportunity to listen and learn from different perspectives and ask insightful questions.
- **Black Voices at Nutanix Open Mic Session:** This event empowered employees to discuss the impact of continued racial injustice on Nutanix employees and ways employees can engage and actively work to be anti-racist.



# LatinX

## L.I.F.E. Group

**LatinX** connects our members of Latin and Hispanic descent globally, enabling them to share experiences and develop relationships through events. These networking opportunities provide support for each other and our communities on culture awareness and sharing our heritage at Nutanix. We foster professional development to help our members build skills and grow to the next level in their career.

### Highlighted Events

- **Hispanic Heritage Month:** Hosted series of events to honor the rich histories and contributions of people with roots in Mexico, Spain, the Caribbean, Central America, and South America.
- **Childrens Book Reading:** In partnership with Allies in Action, employees read culture-specific children's books to Nutanix employees and their children.



## L.I.F.E. Group

**Webscale Women (WW)** is a passionate global Nutanix community committed to providing development opportunities for our members and fostering strong relationships and alliances. WW's focus is three-fold, connecting with our company's global community through external conferences and events. Collaboration to build our skills through educational seminars, workshops and partnering with thought leaders and experts who focus on empowerment and professional growth. Lastly, we inspire others by highlighting our members and looking for ways the WW community can give back.

### Highlighted Events

- **International Women's Day and International Women's History Month:** Celebrated with a panel discussion on how to thrive and remain relevant during change (i.e. COVID-19) and a session about authentic leadership which included our Nutanix channel partners.
- **Unique Pandemic-Focused Workshops:** Held events and workshops focused on some of the unique parenting and work challenges that emerged as a result of the pandemic such as The Antidote to Burnout, Parenting during Uncertainty and Dealing with Intangible Feedback.



# Webscale Women



# Qutants

## L.I.F.E. Group

**Qutants** are queer Nutanix employees and allies. It is a global group that is committed to growing awareness and driving inclusivity through educational opportunities, unique recruiting opportunities, and celebrations of important dates throughout the community. We connect diverse employees, rallying together all members regardless of location to provide professional connections and community worldwide. Through social events, group meetings and awareness campaigns, we encourage members to be involved in giving back to local and global LGBTQ+ communities throughout the year. These opportunities include volunteering, sponsoring LGBTQ+ career fairs and conferences, and researching organizations for company donations.

### Highlighted Events

- **Sexuality and Gender: There Are No Straight Lines:** Held event in partnership with A Better Chance/A Better Community to foster awareness and discussion on sexuality and gender.
- **Coming Out Stories:** Shared National Coming Out Day Stories of employees to create awareness and celebrate unique experiences of our diverse team members.





## L.I.F.E. Group

**Project Victory** is a group supporting Nutanix culture principle “hire often and hire diverse” and is driven by the joint belief to provide service in times of need. The Nutanix Veteran’s Group focuses on hiring, retaining, and supporting veterans. Efforts include engaging with veterans in military job fairs and making them aware of our program, partnering with community organizations that help veterans and their families develop new job skills, and working with organizations that provide apprenticeships and technical training for veterans to help build their careers.

### Highlighted Events

- **Kits for Soldiers:** Hosted an event in Durham where members packed kits for deploying soldiers and then donated them to the Ft. Bragg Readiness Center in Ft. Bragg, NC.
- **Day in the Life with General Peter Pace:** Hosted a virtual event with General Peter Pace where he shared leadership lessons and a day in the life of 16th Chairman of the Joint Chiefs.



# Project Victory



# People First Alliance

## L.I.F.E. Group

**People First Alliance** supports a person-first approach to promote awareness, acceptance, community, and accessibility for people with diverse abilities, neurodiversity, mental illness, and areas traditionally referred to as “disabilities.” We also encourage inclusive dialogue and a supportive environment for our employees (and, by result, a benefit to family, friends, and our community), both internally and externally.

### Highlighted Events

- **World Autism Awareness Day/Month:** Celebrated World Autism Awareness Day/Month with multiple events, shared employee experiences on social media and internal awareness events.
- **Mental Health Awareness Month:** Honored Mental Health Awareness Month with internal awareness events, in partnership with other Nutanix L.I.F.E. groups.



# Allies in Action

L.I.F.E. Group

**Allies in Action** is an employee-led resource that helps to create a more empathetic Nutanix through dialogue, learning, and sharing experiences. Together, we will explore tools and actions to help us be better allies for each other and to build stronger, more inclusive networks.

Allies**InAction** 



**Our network of employees are encouraged to volunteer in their communities and give back when they can, and we are proud to highlight their incredible efforts in 2020.**

- 300 employees volunteered 1,675 hours to communities
- Donated \$67,000 to organizations
- Impacted 250 nonprofit organizations globally

### **COVID-19 Response**

In March 2020, Nutanix mobilized a giving campaign to support the [Convoy of Hope's Million Meals Campaign](#) in response to COVID, raising \$10,000 to help combat the global food crisis. This organization ensured that the increased number of people and families experiencing hunger due to the impact of COVID-19 had access to food.

### **Black Lives Matter Social Justice Campaign**

Together with our employees, we raised \$50,000 through a company-matched giving campaign to benefit organizations like ACLU, NAACP, Black Vision Collective, and Eli.org to empower equality and justice.

# SOCIAL IMPACT





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### **Scholarship Program**

Since 2018, Nutanix has donated \$50,000 annually to a Women in Tech Scholarship Fund, enabling 10 college-bound women from around the world to pursue education and training for tech careers.

### **Youth Internship Program**

Every year Nutanix hosts a six-month internship program, working with organizations like City Year, that serve underrepresented and disadvantaged youth. The program provides students with professional skills and exposure to the tech industry and corporate culture to advance their future careers.

### **Veterans Partnership with Tech Qualified**

Nutanix partners with an organization called Tech Qualified to hire retired Veterans into sales roles. Through Tech Qualified, when Veterans are getting ready for discharge, they receive training, advanced education opportunities, job placement, and networking support.

# LOCAL STORIES



## **Donating Supplies to People Experiencing Homelessness Sydney, AU**

As Australia returns to normalcy, our Sydney team joined forces to donate time and talent at Dignity, an organization that empowers people without homes by providing housing, food, clothing, education, and support.



## **Empowering STEM Education Through Robotics Durham, NC**

The Durham office supported a local youth robotics team Quantum Quacks for ages 9-14, and went above and beyond to host educational workshops on creating videos, handling change and more. Students even came to the office to show off their robot and learn about careers in technology.



## **Supplying Frontline Healthcare Workers with Face Masks Johannesburg, South Africa**

Our team in South Africa teamed together to donate face masks to Gift of Givers, a disaster response organization supporting medical staff on the ground in Johannesburg.



## **Modeling How to Give Back with Local Youth Singapore**

Nutants and their families joined forces with The Boys' Brigade of Singapore to deliver food vouchers to the elderly and others in need in their community.



## **Promoting Youth Literacy San Jose, CA**

Nutanix team members went into classrooms across East San Jose to read to youth with Reading Partners to spread the joy of reading and encourage kids to celebrate and honor differences.

# CUSTOMER IMPACT STORIES

*Relationships Australia*

## **Relationships Australia of New South Wales (RANSW)**

Relationships Australia New South Wales (RANSW) is an independent, not-for-profit organization, dedicated to enhancing relationships within families and their communities in order to foster personal and social well being. The not-for-profit had ambitions to adopt virtual desktop infrastructure (VDI) to enable staff to be mobile and provide counselling services anytime, anywhere while protecting its clients' privacy. Further, leveraging technology to make better use of resources and deliver new services has become an important criterion to secure funding. Nutanix's Cloud Software Platform ensured data security while delivering ease of use, powered 23 sites in just half a day of implementation and ultimately reduced the size of RANSW's physical datacenter utilization by 92% while saving the organization upwards of \$150,000.

**UNOS**<sup>SM</sup>

## **UNOS (Americas)**

UNOS, is a private nonprofit that manages the national organ donation and transplantation list system. Since 1988, UNOS has helped connect 660,000+ donated organs with patients. Currently, there are over 100,000 people who are still waiting on a life-saving transplant. Nutanix allowed United Network for Organ Sharing, UNOS, to process more data, more quickly while being able to take advantage of both the public cloud and private cloud infrastructure. This partnership allowed UNOS to free up their resources and people to do more of the value-added activities that directly impact the transplant community. Even during COVID, Nutanix provided UNOS with a seamless way of maintaining high viability with their systems.

**SCIENCE  
MUSEUM  
GROUP**

## **Science Museum (UK)**

The Science Museum Group (SMG) comprises five publicly funded UK museums spanning science, technology, engineering, mathematics, and medicine, each hosting world-leading collections that, collectively, attract over 5 million physical and 11 million plus online digital visitors a year. Tasked with a mission to inspire futures, the use of digital technology is also recognized as pivotal to reach their ambitious plans to develop, grow and expand access to their world-leading collections. Following the installation of a solution based on the Nutanix Cloud Software Platform and the migration of some 140 physical and virtual workloads, the on-premise infrastructure is now 100% virtualized, making it much easier to manage, maintain and, more importantly, scale to cope with future demands. As an integral part of the new infrastructure requirements, SMG has finally been able to do away with outdated and unreliable backup and archiving technologies.

# TECHNOLOGY FOR THE GREATER GOOD



**Nutanix is a future-focused company that recognizes the importance of weaving sustainability with everything we do, from our product to our office spaces to our work model. The very nature of our virtualization business, leads to lower emissions for us and the customers we serve.**

### **Environmental Benefits of Nutanix Technology**

The technology that Nutanix pioneered, hyperconverged infrastructure, allows organizations to “converge” the entire datacenter stack, including compute, storage, storage networking, and virtualization, and can be deployed incrementally. This means customers require significantly less hardware to run the same workloads, resulting in reduced e-waste and lower carbon emissions. From requiring less datacenter space, to needing less power, and cooling, Nutanix customers report significant improvements in lowering their carbon footprint. Just by becoming a Nutanix customer, companies are lowering their overall carbon footprint.

### **Sustainably Powering the Future of Work**

The COVID-19 pandemic changed the way we all work, likely for good. While many companies had not implemented telecommuting policies until last year, Nutanix has been enabling customers to telecommute since the beginning, with many of our customers running virtual desktop infrastructure and Desktop as a Service workloads on our cloud platform. In addition to employee flexibility, telecommuting also has an important environmental impact resulting from less commuters on the road. As more and more companies adopt a hybrid work model, along with Nutanix technology, the impact could be lasting.



# SUSTAINABLE INFRASTRUCTURE

## **Datacenters**

We are standardizing on the same model around sustainability for all of our datacenters globally. Nutanix partners with industry innovators to optimize our datacenters with the goal of utilizing 80% less energy and 85% less water than traditional cooling systems. Some climates even have the ability to run waterless!

Sustainability is intrinsic in every facet of our datacenter facilities. From our construction partners, to the way the supply chain is structured, this model will help us maintain optimal performance, but still epitomize our green standards.

## **Office Buildings**

In our office buildings, we use natural sunlight and occupancy sensors to conserve energy. Low flow water fixtures are fitted across offices to prevent large water consumption. Our offices also have robust waste recycling programs, use locally sourced food vendors, donate food to local organizations, and sustainable community programs to reduce emissions.

## **Remote and Hybrid Work Model**

The Nutanix remote and hybrid work model for employees and virtual events significantly reduces the impact that employees and event guests have on the environment. By working remotely and hosting virtual meetings, we've lowered our day-to-day employee commuting and business travel. Nutanix has also focused on creating engaging digital experiences for major annual events for our customers and partners, eliminating travel and accommodation needs for guests.



# ENVIRONMENTAL COMPLIANCE



## **WEEE Compliance**

Under the Waste Electrical and Electronic Equipment (WEEE) directive and implementing regulations, when customers buy new electrical and electronic equipment from Nutanix they are entitled to:

- Send old equipment for recycling on a one-for-one, like-for-like basis (this varies depending on the country).
- Send the new equipment back for recycling when this ultimately becomes waste.
- Instructions to both customers and recyclers/treatment facilities wishing to obtain disassembly information are provided by following the links below.

[Austria](#)

[Estonia](#)

[Iceland](#)

[Malta](#)

[Slovakia](#)

[Belgium](#)

[Finland](#)

[Ireland](#)

[Netherlands](#)

[Slovenia](#)

[Bulgaria](#)

[France](#)

[Italy](#)

[Norway](#)

[Spain](#)

[Cyprus](#)

[Germany](#)

[Latvia](#)

[Poland](#)

[Sweden](#)

[Czech Republic](#)

[Greece](#)

[Lithuania](#)

[Portugal](#)

[Switzerland](#)

[Denmark](#)

[Hungary](#)

[Luxembourg](#)

[Romania](#)

[United Kingdom](#)

Programs are currently available in select countries

### **Product Environmental Compliance**

Nutanix products are compliant to the European Union Restriction of Hazardous Substances (RoHS) Directive and Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) Regulation, China RoHS, Taiwan RoHS, and at countries where RoHS is required for servers.

### **Nutanix products are Energy Star Certified and compliant to CE marking requirements.**

Nutanix has begun submitting the necessary information into the new Substances of Concern In articles as such or in Products (SCIP) established under the EU Waste Framework Directive (WFD) database beginning January 5, 2021.

### **Environmental Compliance**

**Environmental Compliance Policy:** Nutanix is committed to acting in an environmentally responsible manner in regard to our operations, products, and services. At Nutanix we comply with all applicable environmental and safety regulations in all areas where we sell products.

**Ethical Sourcing:** Nutanix believes in respecting human rights and avoiding any contribution to the effects of purchasing Conflict Minerals and is thus committed to an ethical sourcing for our products, as outlined in our [Conflict Minerals Policy](#). Nutanix is committed to implementing and fulfilling all legal obligations relating to compliance and reporting under the Dodd-Frank Act, with specific reference to the use of Conflict Minerals from the Democratic Republic of Congo and adjoining countries (Covered Countries).

# AWARDS

At Nutanix, we are proud to partner with data center industry innovators who help us continue our journey in reducing power and water consumption. Here are just some of the awards our facilities and data center partners have received.



**LEED Awards,  
Gold and Silver**



**Business Intelligence Groups  
Sustainability Awards  
- Global Sustainability  
Leadership Award**



**Arizona  
Data Center Awards**



**Data Center Energy Efficiency  
Project of the Year**



**Edison Award Bronze  
for Smart Grids & Servers**



# CARBON FOOTPRINT

## Measuring our Carbon Emissions

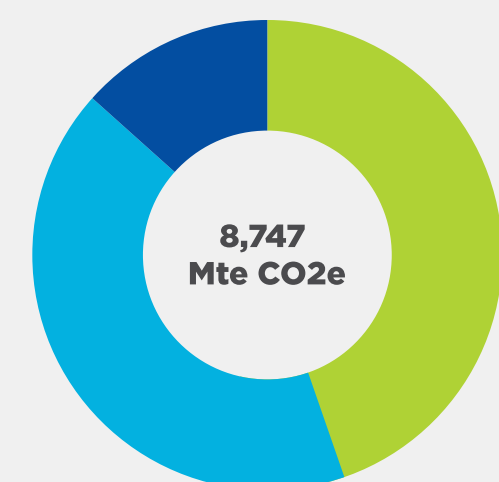
Nutanix is committed to minimizing our impact on climate change.

In 2020, we measured our Scope 1 and Scope 2 greenhouse emissions and Scope 3 emissions for our data centers. Collectively, these totaled 8,747 tCO<sub>2</sub>e, measured in units of carbon dioxide equivalents (CO<sub>2</sub>e).<sup>1</sup>

Over 83% percent of these greenhouse emissions were a result of stationary emissions via natural gas and electric consumption in our main offices. The remaining emissions were due to energy consumption in our datacenters, which is significantly lower because of the use of renewable energy in select centers. Below is a closer look at the details of this calculation.

Scope	Category	Estimated Emissions (Mte)
Scope 1	Stationary - Natural Gas	3,811
<b>Scope 1 Sub Total</b>		<b>3,811</b>
Scope 2	Electricity - Office	3,761
	Electricity - Datacenters	0.75
<b>Scope 2 Sub Total</b>		<b>3,762</b>
Scope 3	Upstream Leased Assets: Electricity - Datacenters	1,174
<b>Scope 3 Sub Total</b>		<b>1,174</b>
<b>Total Scope 1, 2 &amp; 3 Mte CO<sub>2</sub></b>		<b>8,747</b>

\*These values represent an estimation based off of 83% of Scope 1 & 2 Sites Reporting



### Estimated Emissions

- 43.57% Stationary - Natural Gas
- 43.00% Electricity - Office
- 0.01% Electricity - Datacenters
- 13.42% Upstream Leased Assets: Electricity - Datacenters

<sup>1</sup>This measurement covers the following areas from the [World Resources Institute Greenhouse Gas Protocol](#): Scope 1 (Direct Emissions: including company natural gas emissions), Scope 2 (Energy Indirect, including consumption of electricity on-site and in our data centers), and Scope 3 (Upstream Leased Assets)

# METHODOLOGY

## Methodology

Nutanix has measured our carbon emissions using the [Greenhouse Gas Protocol](#) framework. We have collected data from 83% of our Scope 1 and Scope 2 facilities for electricity and stationary energy use and utilized this data to create an accurate estimate of 100% of our locations. Within Scope 2, we collected 100% of our data-centers in that category and extrapolated estimates from that data for our remaining datacenters within Scope 3.

Moving forward, Nutanix will focus on expanding into scope 3 categories, specifically business travel, purchased goods and services, downstream transportation and distribution, and upstream transportation and distribution.

# GOVERNANCE

**Nutanix is strongly committed to good corporate governance practices. These practices provide an important framework within which our board of directors and management can pursue our strategic objectives for the benefit of our stockholders and other stakeholders.**

## Board Structure

Our board of directors consists of one executive officer and seven independent directors, and all of the directors who serve our on board committees are independent directors. Our board has adopted corporate governance guidelines that set forth the role of our board of directors, director independence standards, board structure and functions, director selection considerations, and other governance policies. In addition, our board of directors has adopted written charters for its standing committees (audit, compensation, and nominating and corporate governance). The corporate governance guidelines and the committee charters are reviewed by our board annually. A full description of the Board’s responsibilities, director biographies, compensation practices, and oversight of risk management are available in our [2020 Proxy Statement](#).

## Board Committee Composition




Chairperson of the Board

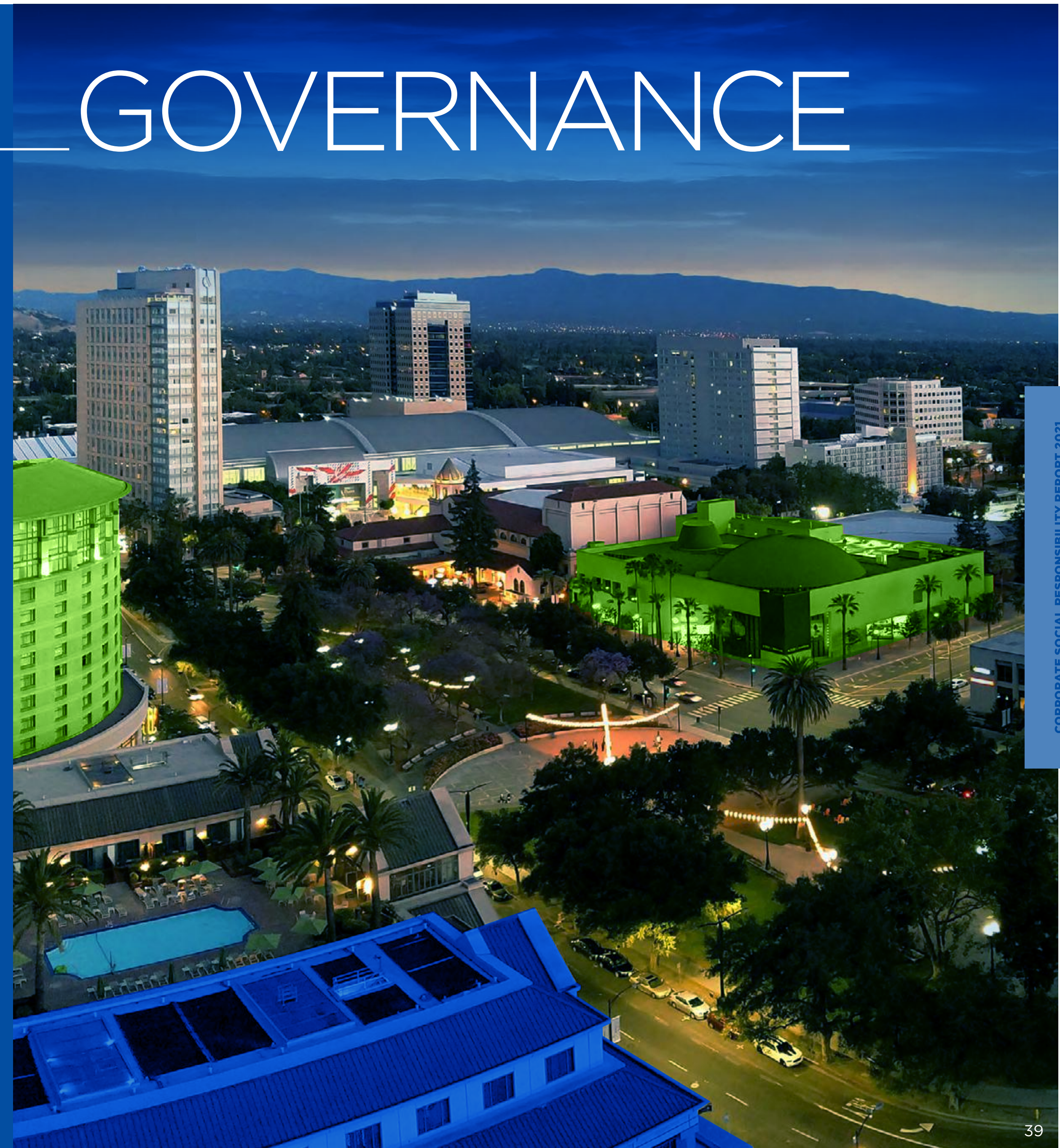


Chair



Member

	Compensation Committee	Audit Committee	Nominating and Corporate Governance Committee
Sue Bostrom	Ω		
Craig Conway	Ω		Ω
Virginia Gambale 		Ω	Ω
Steve Gomo		Ω	Ω
Max de Groen	Ω	Ω	
David Humphrey			Ω
Rajiv Ramaswami			
Brian Stevens	Ω		





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## Compliance

At Nutanix we value employees' unique talents and recognize each individual's contributions to the company. We ensure a safe and ethical work environment from our office space to the vendors we work with. We are proud to be an organization that will change our industry for the better.

Integrity at Nutanix starts with our [Code of Business Conduct and Ethics](#). Through the Code, which is provided in multiple languages, we seek to promote honest and ethical conduct, deter wrongdoing, and support compliance with applicable laws and regulations. We also hold our business partners to our high standards of integrity and ethics, through our [Vendor Code of Conduct](#) and our [Partner Code of Conduct](#).

We maintain a robust process for reporting misconduct, and employees, suppliers and partners are encouraged to raise questions and concerns and to ask questions about policies or procedures without fear of retaliation. We maintain multiple channels for reporting concerns, including through an anonymous hotline, as permitted by applicable law around the world. We emphasize our non-retaliation policy with employees, managers, and other stakeholders, which prohibits retaliation against anyone who, in good faith, reports a concern or participates in an investigation.

[Governance Documents](#)



A photograph of two women sitting on a couch. The woman on the right is wearing a grey hoodie with 'NUTANIX' written on it and is smiling while writing in a blue notebook with a blue pen. The woman on the left is wearing a black and white striped shirt and is looking towards the woman on the right. The background is a blurred indoor setting with green plants. There are green decorative bars on the left and right sides of the image.

**THANK YOU**

This report brought to you by

**NUTANIX**<sup>TM</sup>