

NUTANIX

Impact Report

Fiscal Year 2024



Table of Contents

CEO Letter3

About Nutanix4

Awards and Recognition5

Environment.....6

 Our Commitment to Sustainability.....7

 Sustainable IT Solutions.....9

 Greenhouse Gas Emissions.....11

Social.....13

 Irresistible Organization for Dreamers, Builders & Innovators.....14

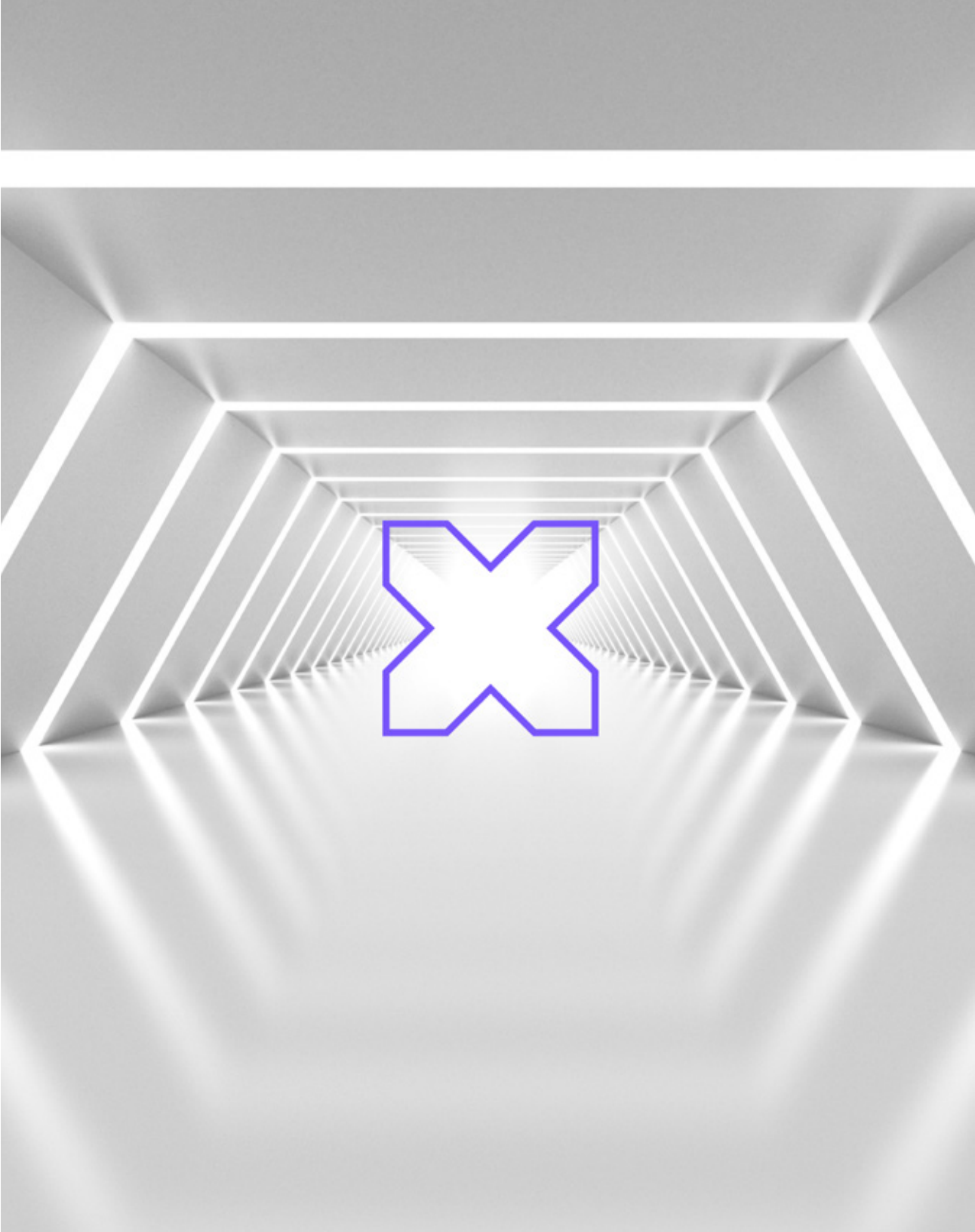
 Enabling an Irresistible Employee Experience.....15

 Culture.....18

 Connection.....21

Governance.....25

 Disclaimer and Forward-Looking Statements.....27





Working Together In Times of Big Change and Growth

Welcome to our Nutanix Impact Report for fiscal year 2024 (FY24) which ended on July 31st, 2024. It now aligns with our fiscal year business cycle and going forward will be published at the beginning of each calendar year. This report covers the people who power our company and the way we manage resources, including our datacenters. Efforts described in this report reflect our company culture and shape our reputation as a trusted, dynamic and irresistible company.

The explosion of applications, data, and now AI innovation has accelerated demand for modern IT infrastructure, which often spans datacenters, cloud services and remote locations at the edge. By the end of FY24, more than twenty-six thousand customers relied on Nutanix software to simplify how they manage IT operations, allowing them to leverage the full potential of virtual machines and cloud-native capabilities on-premises and across hybrid multicloud infrastructures.

Our environmental, social, and governance efforts outlined in this report contribute to our success. On average, [customers](#) who shared their experiences reported 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 Infrastructure \(NCI\)](#) platform*. Our Nutanix [Prism](#) management console within NCI helps enterprises holistically understand their infrastructure environment – including storage, compute and networking resources – with useful metrics like CPU utilization, memory usage and storage IOPS. In FY24, we added [Power Monitor](#) functionality, which provides insights into metrics like power and energy usage at the node and cluster level, helping customers optimize their energy efficiency efforts.

We run Nutanix software in our own IT operations, and Nutanix software plays a significant role in our business sustainability practices, especially as our business grows and onboards new AI capabilities, including in-house developed applications to boost productivity for support, sales, and systems engineering teams. As demand for computing resources increases at Nutanix, we continue to invest in renewable energy certificates to account for a majority of our company's energy consumption. Fifty nine percent of energy consumption in FY24 was sourced from renewable energy, up from **50%** in the previous year. We used **73%** renewable energy to power our datacenters, up from **68%** in FY23**. We continue to

explore ways to minimize our environmental impact through proactively identifying opportunities to reduce greenhouse gas emissions.

We have an empowering company culture and robust employee benefits that enable us to attract and retain top talent. Our global workforce consists of people with a wide variety of backgrounds, experience, viewpoints and skillsets. We strive to create a safe and motivating place where employees can do their best work. Nutanix supports how employees give back to their communities and many do so through our Spark volunteer and matching funds program, which raised \$715,000 in donations during FY24, including matching funds. Nutanix is also a place where employees connect with each other through our seven LIFE groups, which provide safe places for our people to connect, grow and innovate together. The cumulative effect of these business practices is evident in the way our employees delight customers, which is reflected in our outstanding 90 Net Promoter Score (a 10-year average). It also is reflected in our employee engagement score, which ranks in the top quartile of technology companies.

Underpinning these aspects of our business are good governance practices intended to keep us compliant and transparent.

I'm inspired by all that our global company achieved in FY24. It was a year of seizing and creating opportunities, building new capabilities, and refining our processes as our employees increasingly use AI tools in their role. And I'm proud of our employees, who remain steadfast about doing the right things for our customers, partners, investors, fellow employees, and their communities. We are building the future together.



Rajiv Ramaswami
President and Chief Executive Officer
Nutanix

*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.

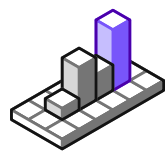
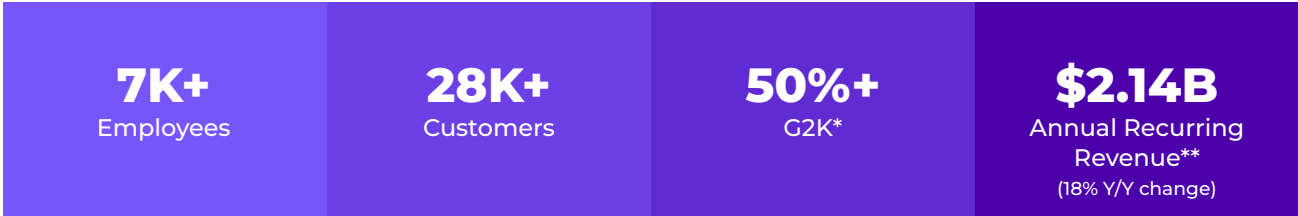
** 2023 ESG report

The contents of this report cover Nutanix's fiscal year which ended July 31, 2024, unless otherwise indicated.

About Nutanix

As a global leader in cloud software, Nutanix transforms the way organizations do business. We offer a single platform to run apps and manage data, anywhere, including across on-premises, public clouds, hybrid environments, and at the edge, while simplifying operations and reducing complexity. Our hybrid multicloud platform unifies management with one click, applies intelligent AI-driven automation, and helps ensure always-on availability. 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. Learn more at <https://www.nutanix.com> or follow us on social media @nutanix.

As of April 30, 2025:



Our Vision

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

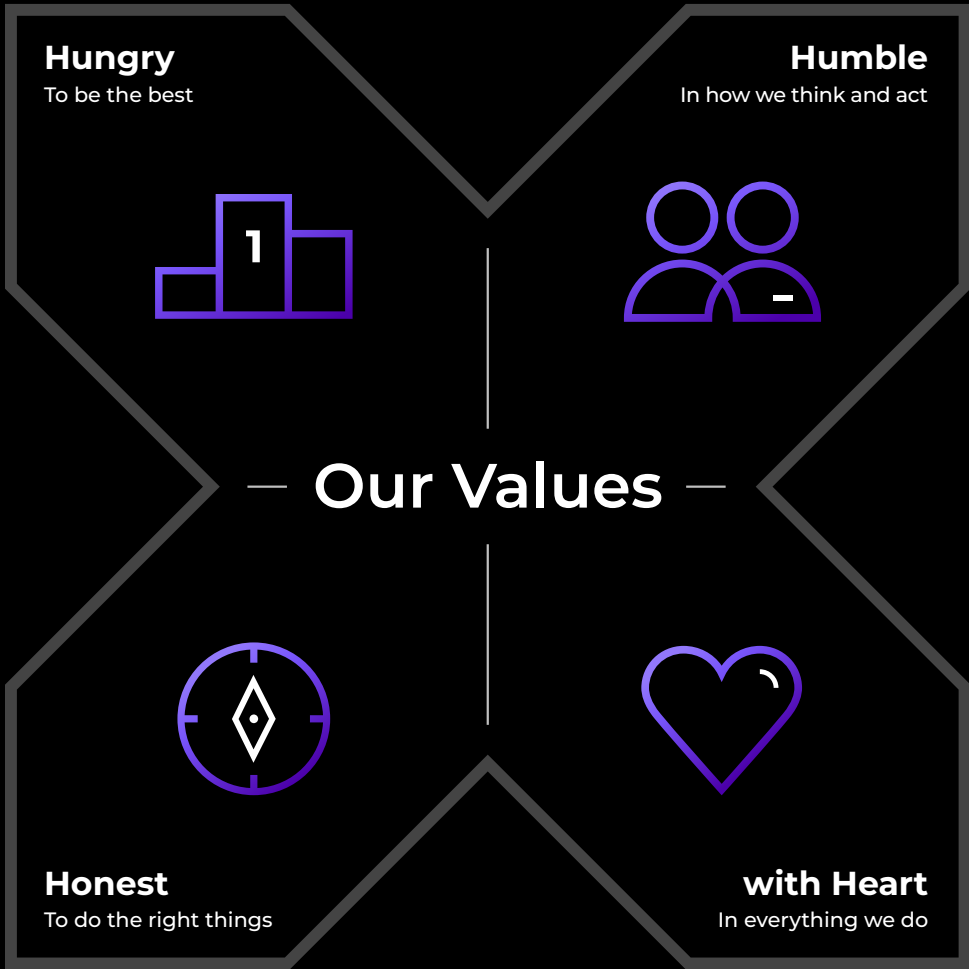


Our Mission


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

*This refers to the percentage of Global 2000 enterprises that are Nutanix customers

** There is no GAAP measure that is comparable to Annual Recurring Revenue, so Nutanix has not reconciled ARR in this report to any GAAP measure
For more, please visit [nutanix.com/ir](https://www.nutanix.com/ir)



Awards and Recognition



Built In's Best Places to Work in 2024


DC

Seattle



UK Ministry of Defence Employer Recognition Scheme Silver Award

[Read More](#)




Kathy Chou Wins 2024 Gold Stevie Award: Woman of the Year - Technology

[Read More](#)



CRN's Top 20 of the Coolest Cloud Infrastructure Companies

[Read More](#)




CRN's 25 Hottest AI Companies for Data Center and Edge

[Read More](#)




Mandy Dhaliwal Listed in HotTopics' 2024 Global B2B CMO 100

[Read More](#)




Christian Goffi Listed in CRN's Top 50 Most Influential Channel Chiefs for 2024

[Read More](#)




CRN's 2024 Top 50 List for datacenters

[Read More](#)



Intelligent Data Centers Storage Partner Award (South Africa)

[Read More](#)



CRN's 2024 5-Star System and Data Center Vendor Programs

[Read More](#)

Explore More Awards

Intranet Superstar:
Best of the Intranet 2024

[Read More](#)

Northface ScoreBoard Triple
Crown Award

[Read More](#)

Venus Ricci Wins Prestigious Colleen
Barrett Award for Administrative
Excellence

[Read More](#)

Eric Selken Receives Top 100 Channel
Marketing Leaders Award from
Channel Insider

[Read More](#)

Rajiv Ramaswami Made CRN's Top 25
Innovators Of 2024

[Read More](#)



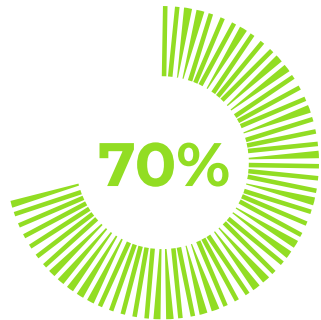
Environment

Our Commitment to Sustainability

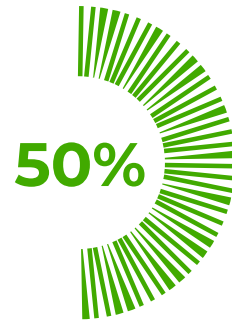
As a global leader in cloud software, Nutanix continues to witness how technology can make impressive impacts for sustainability efforts while accelerating transformation. We champion sustainability through the offer of efficient technology, promotion of a circular economy, and investment in renewable energy. In FY24, we worked with a global climate consulting organization to explore ways to minimize our environmental impact through reduction of greenhouse gas emissions. We remain steadfast in our objective of making a positive impact on our planet and communities so that we can help create a viable, sustainable future.

Nutanix delivers a unified platform that minimizes complexity and maximizes efficiency, allowing businesses to run apps and data anywhere. Our platform offers organizations the freedom to choose their clouds, apps, and technology stack without sacrificing performance or cost.

On average, customers that shared their experiences using the Nutanix Cloud Infrastructure (NCI) solution in Nutanix Cloud Platform (NCP) reported over a



decrease in physical footprint*



reduction in energy consumption
versus legacy systems*

Read more [here](#).

* These space or energy savings claims are average results based on case studies of over 50 representative Nutanix customers. 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.

** See Datacenter section for more information

Renewable Energy

Nutanix focuses on renewable energy in our datacenters, where the majority of our energy is consumed**. In FY24, our renewable energy consumption increased from around **50%** last fiscal year to around **60%**.

Circular Economy: Reuse of Hardware and Recycling Programs

Nutanix delivers software-defined infrastructure that runs on industry-standard servers. By eliminating traditional proprietary storage hardware, Nutanix introduces new options for customers looking to modernize their infrastructure without throwing away existing server investments, provided the hardware is of sufficient quality and has been certified on the [hardware compatibility list](#) (HCL).

Customers running virtualized servers with legacy storage, for example, can modernize to Nutanix hyperconverged infrastructure and repurpose existing servers for use as either hyperconverged or compute nodes. Furthermore, customers who have traditionally been forced into “forklift upgrades” where an entire system must be replaced, now have the opportunity to incrementally introduce new storage and compute performance and capacity by adding small server increments to an existing Nutanix hyperconverged cluster. This incremental upgrade process preserves customer investment in older technologies, extending the lifespan of usable hardware while helping minimize waste.

Repurposing hardware not only preserves financial investments made on existing IT infrastructure, it also has the potential to:

- Reduce e-waste
- Conserve resources
- Extend hardware lifespan to help mitigate embodied emissions

This approach aligns well with sustainability goals and circular economy principles in IT infrastructure management (read more [here](#)). Nutanix supports compliance with global E-Waste and packaging regulatory requirements and facilitates recycling of Nutanix hardware. For more, please visit Nutanix's [recycling page](#).

Energy Efficiency Partnership

Nutanix worked with our manufacturing partner to develop carbon lifecycle footprint data for our NX servers. Nutanix servers comply with the [Restriction of Hazardous Substances Directive and REACH regulation](#), and are also EPEAT certified, which means they meet specific environmental performance criteria, making it easier for buyers to identify and manage sustainability aspects of these products.

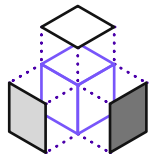
Education on Energy Efficiency and Emissions

To keep our customers aware and on top of their organization's sustainability goals, we've developed [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](#). The tool offers a report that provides resources which are intended to inspire considerations for more sustainable IT infrastructure.



Sustainable IT Solutions

The Nutanix Cloud Platform solution helps both Nutanix and our customers consolidate resources to a unified platform with automation, insights, and flexibility - providing a strong base to help IT teams move towards mitigating environmental impact. For more, go [here](#).



Save Space and Energy

On average, customers that shared their experiences using the Nutanix Cloud Infrastructure (NCI) solution reported over a **70%** space savings and a **50%** energy savings versus their legacy systems.¹



Reduce Emissions

Move workloads between environments quickly - and without refactoring. In some cases, shifting a workload to a different location can make more than a 3X reduction in emissions.²



Optimize IT Management

Achieve **53%** more efficient IT management³ through automation and streamlined operations. Accelerate the adoption of sustainable practices with enhanced visibility and control to eliminate waste.

Customer Impact

In FY24, we continued to focus on energy efficiency data in our products by developing power monitor capability in our [X-Ray](#) and [Prism](#) products. This enables our customers to better monitor and manage their energy use in the datacenter.

Datacenters

Nutanix's internal datacenters are essential to our business and account for about **84%** of Nutanix's total energy consumption. Using our own cloud platform to virtualize workloads has helped to make our datacenters highly efficient. Our software-enabled design allowed us to achieve greater datacenter density, which translates into lower capital and operational expenses. Further, we were able to achieve increased energy savings and a simplified hybrid multicloud environment – improvements that speak directly to our commitment to performance, scalability, and reliability.

Since 2018, we've selected datacenter providers that prioritize energy and resource efficiency and power usage effectiveness (PUE). These providers offer renewable energy options and closely control water consumption. For example, in FY24, we moved IT workloads from a less optimized datacenter as its lease ended to one of these datacenter providers offering better sustainability performance.

We have halved the datacenter footprint and reduced power consumption. It's an important responsibility for everyone and Nutanix is helping us on the path to go clean and green."

Glenn Penfold

Associate Director of Architecture and Applications,
University of Waikato

[Read More](#)

Our datacenters consume a significant amount of Nutanix's energy so focusing on renewables where it can make the biggest impact makes sense. In FY24 we saw an increase in renewable energy in our datacenters to **73%**, up from **68%** in FY23."

Rami Mazid

Chief Information Officer,
Nutanix

¹ These space or energy savings claims are average results based on case studies of over 50 representative Nutanix customers that are publicly available on the [Nutanix website](#) as of October 10, 2024. 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.

² [How Companies Can Reduce Emissions by Moving Workloads](#)

³ [IDC: Business Value of Nutanix Cloud Platform, October 2022](#)



Office Buildings and Facilities

Our efficiency efforts remain a top priority for our Nutanix workplaces. In FY24, we concluded our HQ consolidation project, which began in 2022. This project reduced our largest location, which was a five-building campus at our headquarters, from 440,000 square feet to just under 216,000 square feet, a **51%** reduction. Several of the vacated buildings used natural gas, which in prior years contributed to our Scope 1 emissions. Although some of these buildings didn't completely close until late in 2024, we've already observed a **17%** reduction in Scope 1 emissions compared to FY23 as a result.

Much of the resources used in the downsized office space, such as furniture and electronic equipment, was repurposed in the remaining office space, or donated to Greener Source, Resource Area For Teaching (RAFT), a local Boys & Girls Club, a local high school, and corporate e-waste partners. We aspire to use this model globally to repurpose as many resources as possible when consolidating, building new, or moving existing workspaces.

Currently, we have two facilities 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, we focus on efficiently operating our office spaces and continue to promote and support sustainable practices across the organization, including:

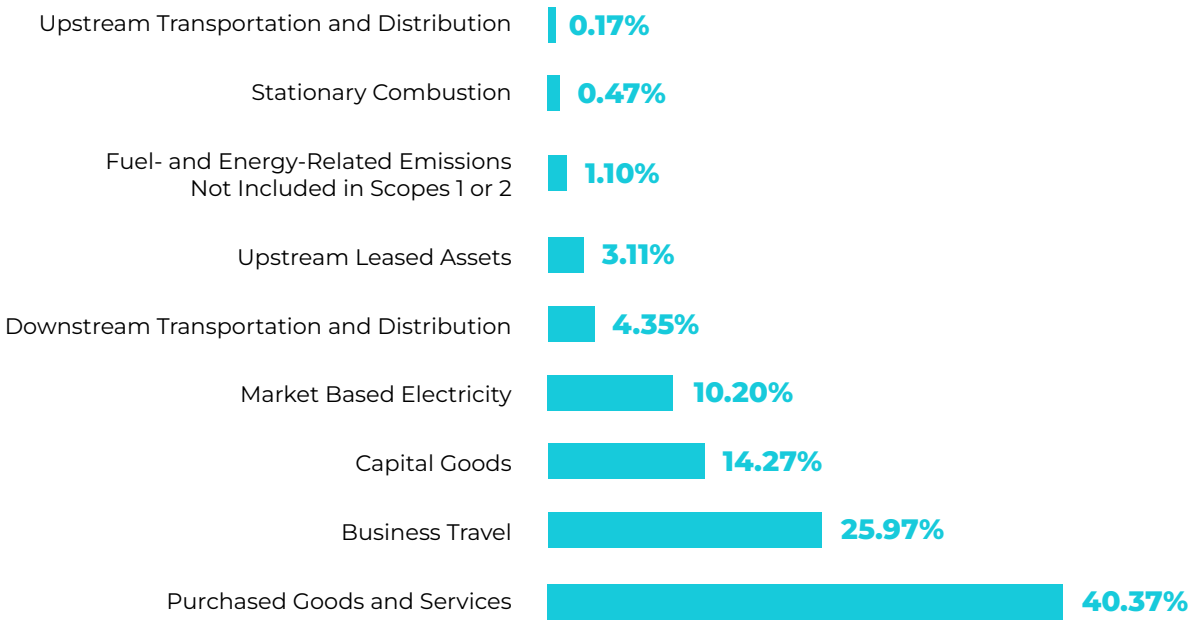
- Recycling at all locations
- Reducing paper goods where possible, utilizing glassware
- Selection of vendors who utilize environmentally friendly products and services where possible
- Centralized trash receptacles within office space
- Locally sourced food, where available
- Employee commute programs, 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

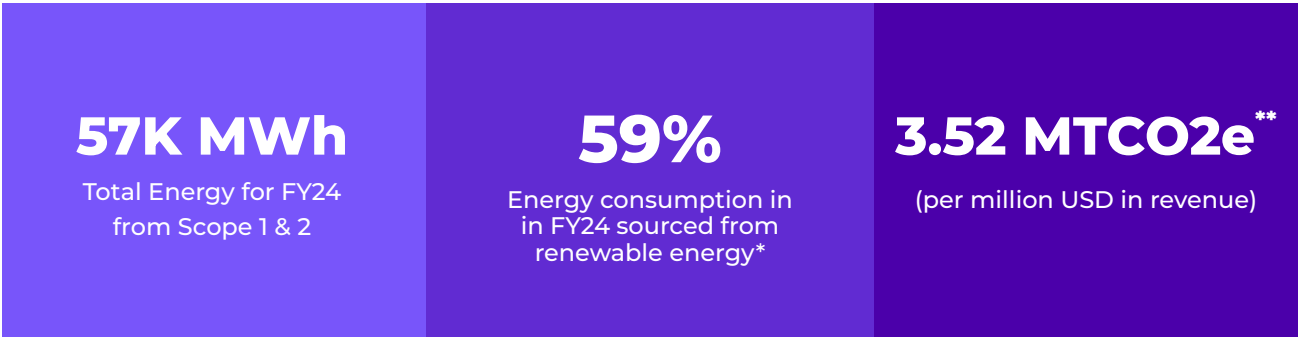
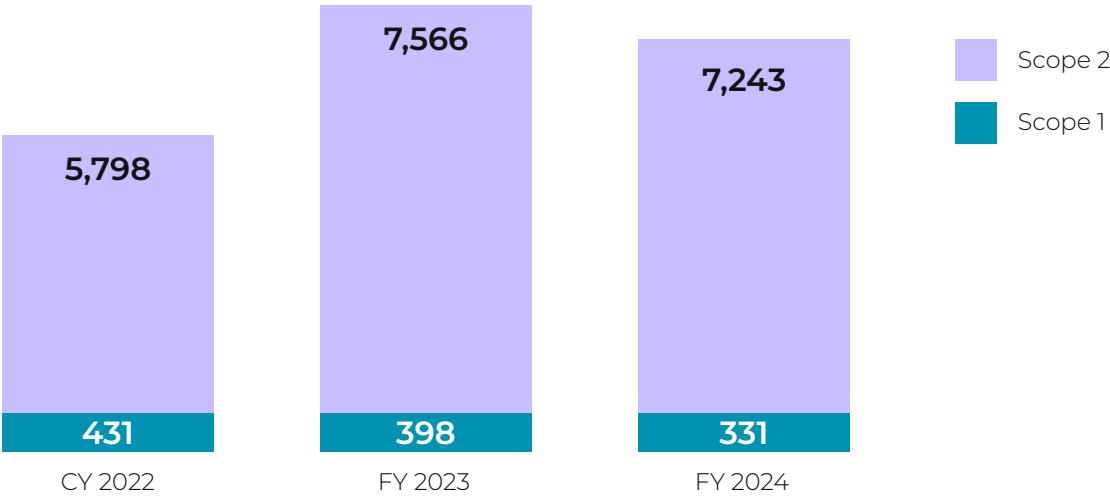
We began voluntarily reporting our greenhouse gas emissions in our inaugural ESG report in 2020, where we disclosed Scope 1 & 2 emissions. Since then, we have iteratively expanded our reporting to include seven Scope 3 categories. We strive for continuous improvement in accuracy and transparency in our aim to minimize carbon emissions that impact our planet and communities. In FY24, we obtained third-party limited assurance from [LRQA](#) for the third consecutive year, to verify Scope 1, 2, and 3 emission data as well as our disclosures related to energy and renewable energy.

We also began working with [3Degrees](#), a leading global climate solutions provider, to study the feasibility of developing a carbon reduction roadmap. Our goal is to observe how our operations impact emissions and, ultimately, minimize those emissions and the impact of our footprint.

FY24 Metric Tons of Carbon Dioxide Equivalent (MTCO2e)



Scope 1 and 2 Greenhouse Gas Emissions in MTCO2e (Using “Market-Based Electricity”)



*From Energy Attribute Certificates
** This reflects the gross global combined Scope 1 and 2 emissions (Market-Based) for the reporting year in MTCO2e per unit currency total revenue in Millions of US Dollars in Revenue

Scope	Category	CY 2022 GHG Emissions (MTCO2e)	FY 2023 GHG Emissions (MTCO2e)	FY 2024 GHG Emissions (MTCO2e)
01	Stationary and Combustion	431	398	331
02	Location-Based Electricity	14,798	16,871	18,626
	Market-Based Electricity	5,798	7,566	7,243
03	Purchased Goods & Services	30,746	28,829	28,665
	Capital Goods	9,321	10,507	10,135
	Fuel- and Energy-Related Emissions Not Included in Scopes 1 or 2	666	860	782
	Upstream Transportation & Distribution	165	86	123
	Business Travel	4,210	10,007	18,441
	Upstream Leased Assets	427	1,163	2,206
	Downstream Transportation & Distribution	4,794	4,348	3,088
Total GHG Emissions using Market-Based Electricity		56,558	63,764	71,014

Methodology: Nutanix annually inventories its carbon emissions using the [Greenhouse Gas Protocol Corporate Accounting and Reporting Standard](#) from the [World Resource Institute](#) 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. With guidance from external consultants, we’ve identified relevant categories associated with Scope 3 and leveraged various methods to help us calculate estimated emissions. Certain emissions data, particularly Scope 3, are estimated using industry averages and best-available data where precise data is not available. Scope 3 is inherently uncertain due to the indirect nature of these emissions and the variety of sources used to estimate the emissions, and these estimates may be revised as improved data emerges.

- Notes:**
- Data from 2022 reflects the calendar year. Data for 2023 onward reflects the fiscal year, which will be our practice going forward.
 - “Location-Based” comes from the GHG Protocol and reflects the average grid emissions intensity in locations where we operate.
 - “Market-Based” comes from the GHG Protocol and reflects our renewable energy purchases and contracts.
 - Scope 1 & 2: There are 23 leased offices reporting in FY24 compared to 26 in FY23.
 - We continue to enhance the accuracy and reliability of our emissions reporting. In 2023, we transitioned from calendar year to fiscal year reporting to align with our financial reporting cycle. Fiscal year reporting enables us to better leverage spend data from our general ledger. As part of this transition, we also restated historical emissions data to reflect improvements in methodology and data quality, enabling more consistent year-over-year comparability and progress tracking:
 - **Scope 3 Emissions Reclassification:** We have refined our allocation of emissions from short-term leased facilities, which were previously grouped under Purchased Goods and Services. In alignment with the Greenhouse Gas Protocol, we have reclassified these emissions as Upstream Leased Assets. We have reflected this reclassification for previous periods, where material and feasible.
 - **Scope 3 Data Improvements:** When applying our more accurate data collection process this year, we identified previously omitted data in Scope 3, Category 9: Downstream Transportation and Distribution. We have restated the FY23 value using this year’s updated methodology. We have also restated our CY22 emissions to the extent possible, given the historic discrepancy between our calendar year emissions reporting data and fiscal year records.



Social

Irresistible Organization for Dreamers, Builders & Innovators

At Nutanix, we are building an irresistible organization, one where dreamers, builders, and innovators can thrive. Our success is driven by the passion, creativity, and commitment of our people. They are at the center of everything we do and are essential to our ability to continuously push boundaries, lead innovation, and drive impactful business outcomes. By fostering a culture of collaboration, accountability, and growth, we empower our people to unlock their full potential and deliver results that matter.

Unified Vision: People Are at the Heart of Nutanix

People are at the heart of Nutanix, and they are the driving force behind every innovation and every milestone. Our shared mission to create an irresistible organization is fueled by our culture, which prioritizes collaboration, accountability, and a deep connection to our mission.

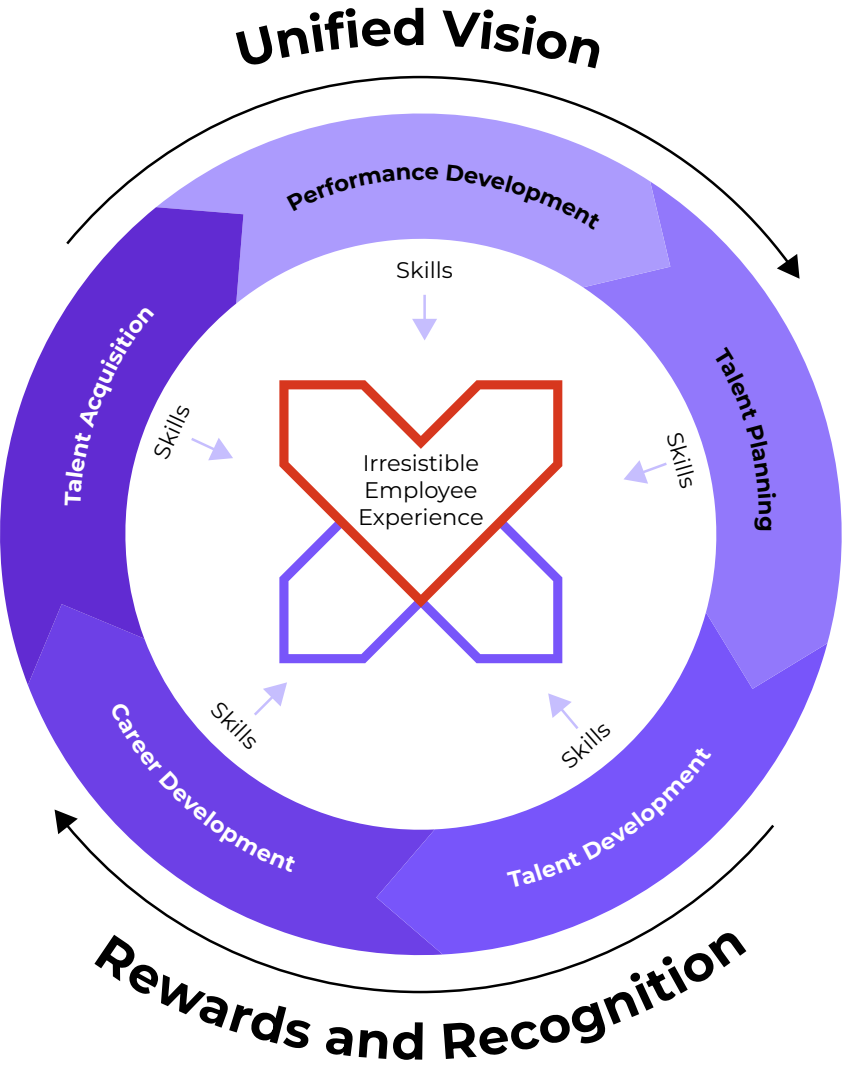
The values we live by—Hungry, Humble, Honest, with Heart—are not just words on a page; they shape how we work, how we engage with one another, and how we deliver value to our customers.

This year, we have honed our focus on ensuring that our People strategy aligns directly with Nutanix's long-term business goals. It's not just about creating a great place to work—it's about unlocking potential that drives both individual success and business growth.

Nutanix's Commitment to Our People

At Nutanix, our employees are at the center of everything we do, and we are committed to empowering them to drive measurable business impact. Through our strategic focus on organizational effectiveness, employee development, and fostering an irresistible employee experience, we are building an environment where our people can thrive—helping Nutanix to continue leading the industry, delivering innovation, and achieving long-term business success.

As part of this commitment, we're embracing the power of AI with the goal of creating a more personalized and impactful experience for our employees at scale. These innovative tools are being designed to help us enhance every touchpoint— to empower our people with tailored development opportunities, smoother communication, and a deeper connection to their journey at Nutanix. By putting these intelligent solutions into action, we will be able to have a greater focus on our most important work.



Enabling an Irresistible Employee Experience

Talent Attraction and Selection

Nutanix seeks to expand recruitment pipelines that attract, select, and retain the best talent. Our inclusive sourcing approach allows us to leverage social media outlets and job boards, develop strategic partnerships with colleges, universities, and professional organizations to widen the funnel with broadly diverse, highly qualified, and exceptionally talented prospects. By attracting the best talent, we create the brightest future enabling the growth, sustainability, and success of Nutanix.

Delivering Best-in-Class Skills

In today's rapidly changing business environment, the key to sustaining a competitive advantage is a workforce that is constantly evolving and equipped with the best-in-class skills. Nutanix is committed to providing our employees with the training, mentorship, and development opportunities they need to stay ahead of the curve.

Our employee development strategy is focused on continuous learning and ensuring that every individual has access to resources that will help them grow both professionally and personally. This empowers our people to take on new challenges, innovate, and drive business outcomes that accelerate Nutanix's growth and impact in the market.

The Learning Council – Nutanix University

Nutanix is committed to the growth and development of all employees. We have an active, interconnected, and interdependent learning environment with an ecosystem of learning organizations, tools, and sophisticated technologies. Nutanix University is our learning management system for employees, partners, and customers. Nutanix University allows users to choose how they want to learn, at the pace they need. Programs are all about choice, allowing users to design a mix of in-person, online, or video training that works best for them.

People Development, Business Enablement, Compliance, and IT Security Learning Teams

Our ecosystem of learning organizations drives a global, scaled delivery system for the enterprise. We focus on dynamic programs for targeted populations incorporating meaningful self-directed and peer-to-peer experiences for building leadership, management, technology, soft skills and business acumen in areas such as Engineering, Products, Support, and Sales. For our current and future leaders, leveraging executive coaching and talent assessments such as DiSC and Gallup Clifton Strengths prepares them for critical roles throughout the organization.

Recognition Programs

Knowing that our new and established employees are our greatest assets, it's important that we recognize impactful contributions, big and small. We spotlight employees externally on the [Life at Nutanix blog](#), profiling how they [succeed at work](#), [foster community](#), and forge [compelling career paths](#). Internally, all employees can recognize their colleagues through our Excellence Recognition program and send thanks and kudos for an awesome project, impactful deliverable, or for exemplifying the Nutanix Culture Principles. Recipients can redeem their awards for items or experiences that hold meaning for them.

The work culture is simply amazing. I have received unwavering support and guidance from my colleagues and leadership team. Each day offers new learnings, challenges, and opportunities for improvement, fostering a continuous drive for excellence. Receiving a Nutanix Star Award last quarter was gratifying, as it reflected peer recognition for my contributions. I am grateful to be part of a workplace that values and acknowledges individual efforts and promotes employee growth through various training and certifications."

Bidya Dasgupta

Systems Reliability Engineer II
Nutanix

I've found support through Nutanix leaders and colleagues. They recognize me, advise me, and have helped me build my confidence, technical and leadership skills. It is important to support others too. I recommend people for promotions and awards and recognize them through our Nutanix Excellence Program [for peer recognition]. As others grow and succeed, I do too."

Mausumi Ranasingh

Staff Engineer
Nutanix

Employee Benefits

Our core employee benefits are localized to meet specific needs and regulations in each region. Overall, Nutanix’s employee benefits include an exhaustive list of well-regarded health insurance coverage for employees and their families, well-being programs, well-being days, paid parental leaves and time off, legal and financial services, including retirement.

Financial and Legal Benefits


In FY24, Nutanix introduced a new 401(k) company matching program, which is a 50% match of the amount employees contribute to their 401(k) accounts (up to \$2,000 per year). We also 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.

Well-Being Programs


We offer programs to support where each employee is on their well-being 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. In April 2024, we introduced BeWell, a global program and platform to engage and motivate in well-being that matters to the individual. Learn more about it [here](#).


Since 2020, employees have enjoyed a companywide day off several times a year dedicated to their well-being. These days offer everyone a mental and physical break from work.





Jose Gomez · 2nd


Director, Technical Marketing at Nutanix ·  Customer Obs...


8mo · 

Thank you **Nutanix** for another wellbeing day 🙏. Quality lunch time with the wife under a surprisingly nice weather in Amsterdam today.


Charging batteries 🪫 before heading tonight to Singapore for many customer meetings and .NEXT on Tour.

#nutanix #lifeatnutanix

 Add a comment...



Most relevant ▾





Nutanix

552,073 followers


8mo · ...

Loving the positive energy today! Keep it glowing! ✨

Like ·  1 | Reply · 1 reply



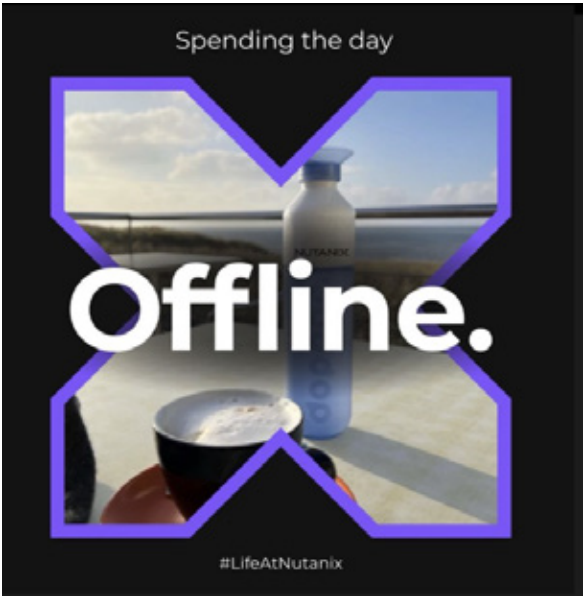
Jose Gomez · Author

Director, Technical Marketing at Nutanix ·  Customer Obsesse...

8mo · ...

Thank you! 🙏


Like | Reply



Spending the day


Offline.

#LifeAtNutanix



Derrick Lau · 3rd+


up .NEXT


11mo · Edited · 

Automatic reply: Responses may be delayed as we are prioritising our #wellbeing!


Grateful for **Nutanix** Global Wellbeing Day, an intentional day for our people to step away and spend time doing something they enjoy! 💜

#LifeAtNutanix #nutants

 Add a comment...



Most relevant ▾




Nutanix

552,072 followers

12mo · ...

We hope you enjoy the day!

Like ·  2 | Reply

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 the journey 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 preserve or 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 for birthing and non-birthing parents. Birthing parents get 22 paid weeks of maternity, pregnancy and baby bonding 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 can spend time away from work in the event of a loved one's death.

Transgender Health Benefits

Providing equitable care for 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.

“Thanks Nutanix for the warm welcome gift for Laura and most importantly, the generous 22 weeks of maternity leave that allows me to recover and spend quality time with my newborn and my first born.”

Michelle Lee

Talent Acquisition Manager
Nutanix



Culture

Our Values

The core of Nutanix's success lies in our values. These are the framework that define our culture and shape how we engage with one another, approach challenges, and work toward solutions:

Hungry – We are relentlessly driven to innovate, improve, and lead.

Humble – We stay grounded, always learning from each other and our customers.

Honest – Transparency, trust, and integrity guide every interaction.

with Heart – We approach every challenge with empathy, compassion, and a commitment to making a positive impact.

These values are not just statements—they are the foundation of how we build relationships, make decisions, and ultimately deliver results. They are embedded in every part of the Nutanix experience, from onboarding to leadership development, ensuring that we create a workplace where everyone feels valued and empowered.

Our Culture Principles

Our culture principles shape the way we work and define how we engage with each other and with our customers. These principles are designed to drive performance, foster innovation, and ensure that we remain focused on delivering value, both to our employees and our stakeholders:

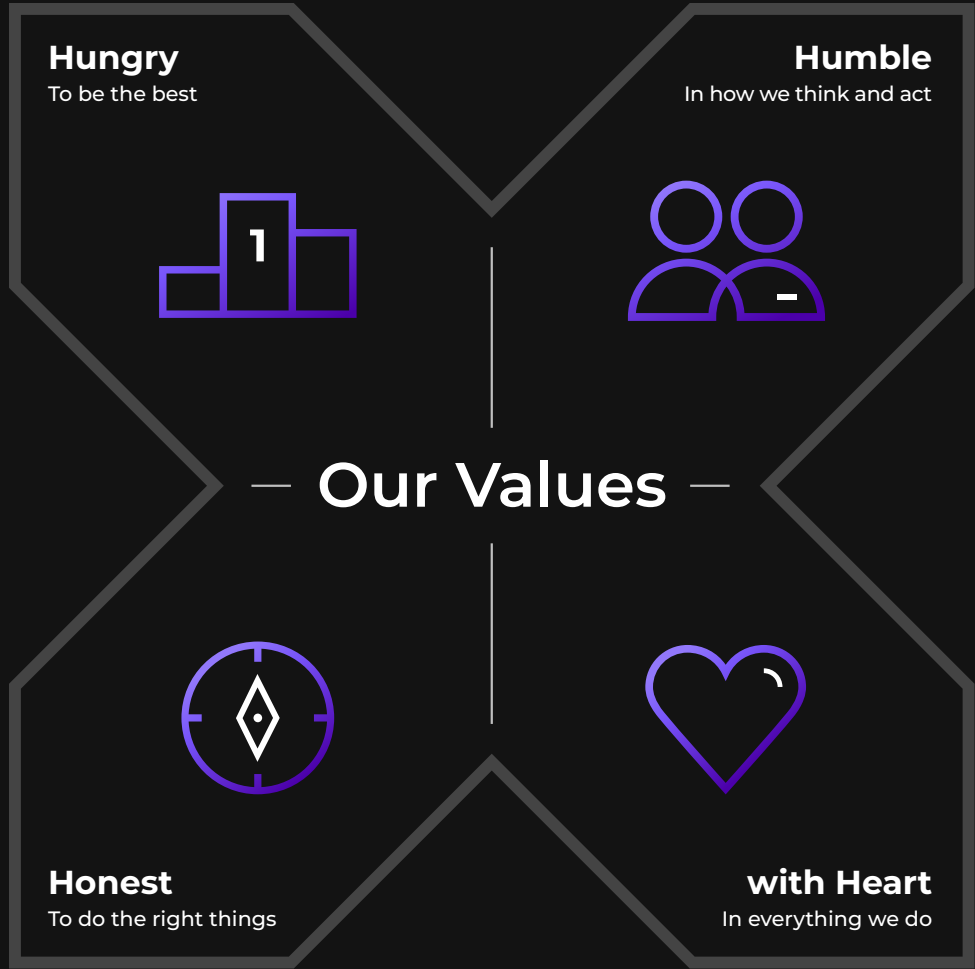
We Own It – We take accountability for our actions, results, and decisions.

We Work as One Team – Collaboration is key. We work together to achieve common goals and celebrate our collective success.

We Obsess About Our Customers' Success – Our customers' success is our success. Everything we do is aimed at driving value for them.

We Think Long Term – We prioritize sustainability, future-focused growth, and enduring impact over short-term wins.

These culture principles guide us in every aspect of our work, ensuring that we remain aligned with our values and committed to creating long-term success for both our employees and the business. In FY24, our People Team engaged employees through a Culture Transformation program, a series of large group working sessions where we learned how to put our principles into practice.



Employee Led LIFE Groups

Nutanix has seven employee-led LIFE groups created to support Leadership, Inclusion, Friends, and Experiences. Commonly referred to as employee resource groups (ERGs), they play a critical role in creating safe places where employees can connect, grow, and innovate.

In FY24, approximately **20%** of Nutanix employees were engaged in LIFE groups. The participation in these groups is voluntary and 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. The Family Xperience LIFE group looks at the concept of family from diverse perspectives. Other groups include The NuShades, Pride Alliance, Project Victory, Women of Nutanix, MiGente and People First Alliance. Read more [here](#).

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. There is no need to identify specifically with a particular group to join the community and the conversation.

The Pride Alliance community is a beacon of light that provides a safe space for LGBTQIA+ employees and empowers allies to take action. I'm so proud to have the opportunity to advocate for equity. I've met some incredible people through Pride Alliance and they are a big part of what makes Nutanix such a special place to work."

Sarah Lalani

Sr. Strategic Transformation Program Manager
Nutanix

NuShades gives me a sense of belonging and community. It helps me get to know people within Nutanix from different backgrounds. It allows me to get to make new friends and to get to know people on a personal level that I might not work directly with otherwise."

Sandra Brunson

Receptionist
Nutanix



Allies in Action - Support and Advocacy for LIFE Groups

This is a community of advocates who are committed to supporting activities and programs that look at allyship holistically across LIFE groups at Nutanix. Overall, Allies in Action seeks to focus on the intersections between and among groups with a focus on learning how to support the rights of diverse groups without being a member yet learning to identify with diverse and dynamic realities and experiences.

Employee Engagement and Listening Sessions

The Nutanix Voices listening program surveys employees through our biannual enterprise surveys (i.e., Pulse and Engagement) and at key moments in their Nutanix journey (e.g., as candidates, during onboarding, and at exit). The annual Engagement survey covers all aspects of the employee experience and informs action planning, while the shorter Pulse survey is a check-in on our engagement score and asks employees about timely topics. Both surveys provide Nutanix leaders with insights to improve the employee experience. In our most recent survey, Nutanix ranked in the top **25%** on employee engagement compared to our industry peers. And, we are expanding our listening in FY25 by introducing Nutanix Voices Panel, which allows us to gain deeper insights through ongoing conversations with a small group of randomly selected employees.

Ask Me Anything Virtual Sessions with Executives

The Nutanix Executive Team dedicates time each quarter to engage with small groups of employees through informal “Ask Me Anything” sessions. These meetings offer employees a chance to virtually connect with colleagues and pose questions to two hosting executives about the business. Each session is limited to 20 participants, ensuring everyone has the opportunity to ask their questions. With no set agenda and no recordings, employees are encouraged to be open and candid. If all questions cannot be addressed during the session, they are followed up via email.

Reports from Rajiv

After traveling to meet with customers, partners, and employees, Nutanix CEO Rajiv Ramaswami sends a “Reports from Rajiv” message to all employees upon his return. This communication provides insights into his experiences and the ways he represents Nutanix globally. Through these reports, employees gain a glimpse into the company’s successes and what customers and partners are saying about Nutanix.



Connection

Nutanix Spark: A Movement of Good

Nutanix Spark embodies the belief that a single spark can ignite meaningful change. It signifies the potential of thinking outside the box, taking chances to move beyond norms, and sparking innovation. This matched-giving-and-paid-time-to-volunteer program aims to support causes and people by nurturing innovative solutions to social, health, and climate change problems.

In FY24, employees helped select this new name to replace the former name “.heart” which was established in 2016. The Spark program makes a positive impact on the world by leveraging our brand, products and resources, and participation of employees, to foster solutions to complex social problems while contributing to the healthy growth and prosperity of Nutanix and its communities.

Our Spark program focuses on advancing three key areas: Well Minds, Well Bodies, and Well Communities.

Nutanix Spark

Well Minds

We support STEAM education to help students realize the merits of technology education for their employment future.

Well Bodies

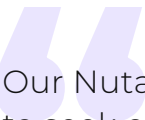
We champion health, wellness, and all aspects of well-being so that people can live their best lives.

Well Communities

We contribute to building strong and prosperous community infrastructures including air, water, and nourishment.

Spark Collective Outcome: A Well World

Achievement, Fullfillment, and Success for “Lives Well Lived”



Our Nutanix Spark program empowers employees to seek out and volunteer with causes that are meaningful to them and participate in the missions that fuel social change.”

Jennier Lepird
Chief People Officer
Nutanix

Social Impact Stats for FY24



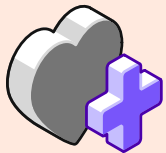
23%
participation rate
(% of employees active
in the program)



4,300 hours
volunteer hours



\$715,000
donations and
corporate match



717
global causes
supported

Well Minds

Duck Duck Gears Laptop Donation

Nutanix employees donated used laptops to the nonprofit Quantum Quacks, a STEM-focused team of middle school and high school students in North Carolina. The students used the computers for CAD, software development and documentation, project planning, outreach events, and more – including the design, construction, and programming of a robot. The Quantum Quacks went on to participate in the North Carolina State Championship, where they placed 21st out of 36 teams (and 147 teams total across the state).



City Year Art in Action Kits

With a grant of \$15,000, Nutanix enabled the City Year organization to buy 54 Art in Action kits to provide supplemental support to teachers across three elementary schools. Each kit provides supplies for up to 30 students and includes tools and lessons for art-based learning that links English language arts, math, and science skills. Students were introduced to a wide range of STEAM topics, such as architecture, motion, muscles, and weather systems, and had fun learning more about those topics through art activities. The Art in Action kits help enhance students' interests in STEAM careers and learning.



Well Bodies

Hike for Health

An intrepid team from BeNeLux (Belgium, Netherlands, and Luxembourg), went on a 20+-kilometer hike in Limburg, Netherlands, to raise funds for UNICEF and the Red Cross in the Netherlands. The hike was an all-around win for the team – not only because it was supporting worthy causes that participants held dear, but also because it helped foster team bonding and cross-company connections.



International Women's Day Fitness Challenge

A team of Nutanix employees in EMEA held a fitness challenge to celebrate International Women's Day. The 49 participants clocked serious mileage for a good cause: cycling 1,700 miles (2,735 km), running 586 miles (943 km), walking 592 miles (953 km), and swimming 52 miles (84 km).

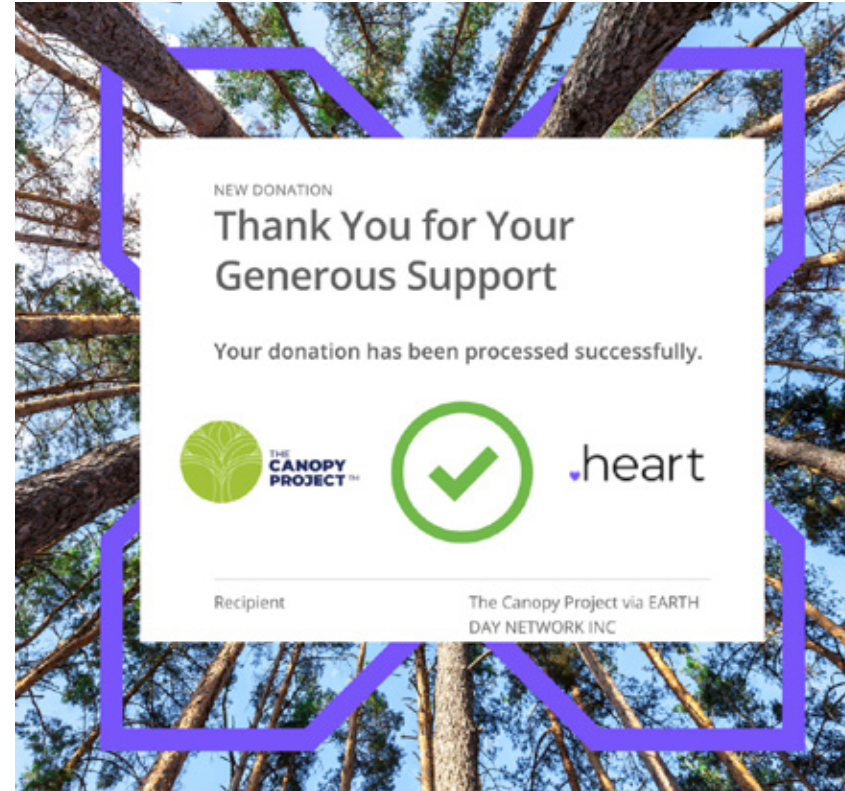


Well Communities



Women of Nutanix Mother's Day Bouquet Bar

A team made up of members of the Women of Nutanix LIFE group and the facilities team from the Durham, North Carolina, Nutanix office held a Build Your Own Bouquet Bar for Mother's Day.



Earth Day 2024 and the Canopy Project

Employees at Nutanix headquarters in California celebrated Earth Day with local kombucha, a raffle, and donations to the Canopy Project, a nonprofit organization that partners with organizations to reforest areas that are in dire need of rehabilitation. As the organization plants a new tree for every dollar donated, each employee was given \$1 to donate to a cause of their choice – and the Nutanix team made it possible for 380 new trees to be planted!



Kids Giving Back

A Nutanix team in Sydney, Australia, got together to make more than 200 meals for people in need. They had fun and finished up the event with a lot of gratitude for the time they'd been able to spend connecting with people and supporting their community.

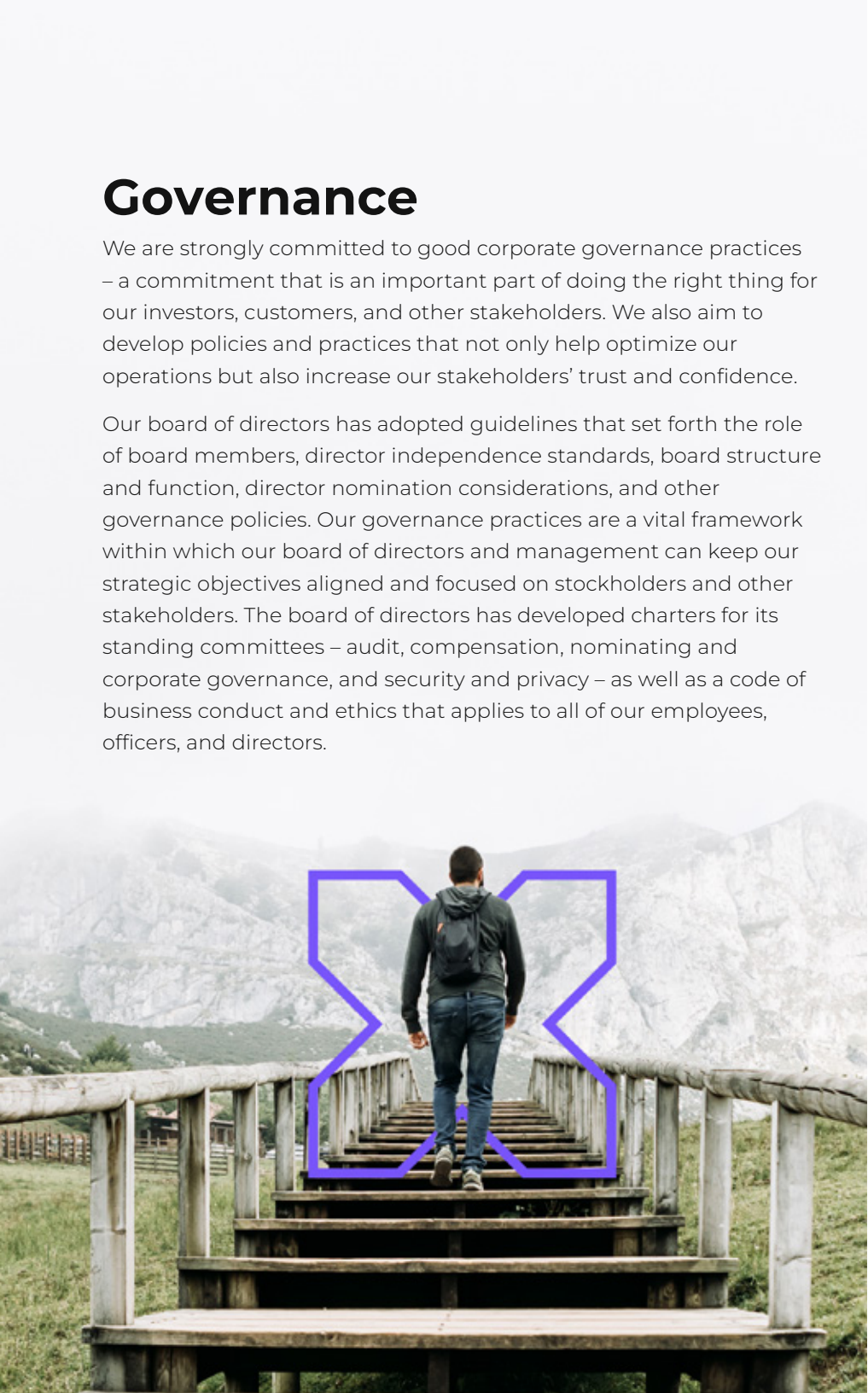


Governance

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.



Corporate Governance Highlights

Board Composition

7 out of 8 directors are independent

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 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

More information on our current Board committee composition can be found [here](#).

Disclaimer and Forward-Looking Statements

©2025 Nutanix, Inc. All rights reserved. Nutanix, the Nutanix logo, and all Nutanix product and service names mentioned herein are registered trademarks or trademarks of Nutanix, Inc. in the United States and other countries. Other brand names mentioned herein are for identification purposes only and may be the trademarks of their respective holder(s). This report may contain links to external websites that are not part of Nutanix.com. Nutanix does not control these sites and disclaims all responsibility for the content or accuracy of any external site. Our decision to link to an external site should not be considered an endorsement of any content on such a site. Certain information contained in this report may relate to or be based on studies, publications, surveys and other data obtained from third-party sources and our own internal estimates and research. While we believe these third-party studies, publications, surveys and other data are reliable as of the date of this report, they have not been independently verified, and we make no representation as to the adequacy, fairness, accuracy, or completeness of any information obtained from third-party sources. Unless otherwise noted, all data provided in this report is for fiscal year 2024. Customer statements on results, benefits, savings or other outcomes depend on a variety of factors including their use case, individual requirements, and operating environments, and should not be construed to be a promise or obligation to deliver specific outcomes.

The information and opinions contained in this report are provided as of the date they are originally made and are subject to change without notice. Nutanix does not undertake to update or revise any such statements. This report is not intended to create legal rights or obligations. Inclusion of information in this report is not an indication that the subject or information is material in the context of the securities laws or any other laws of the United States or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting. The standards of measurement and performance contained in this report are developing and based on assumptions.

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.

NUTANIX

info@nutanix.com | www.nutanix.com | [@nutanix](https://twitter.com/nutanix)

©2025 Nutanix, Inc. All rights reserved. Nutanix, the Nutanix logo and all product and service names mentioned herein are registered trademarks or trademarks of Nutanix, Inc. in the United States and other countries. All other brand names mentioned herein are for identification purposes only and may be the trademarks of their respective holder(s). FY24ImpactReport-Report-FY25Q4