NUTANIX

Impact Report

Fiscal Year 2025

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Building a Trusted Platform for Continuous Growth

Thank you for visiting the FY25 Nutanix Impact Report, which covers our activities during fiscal year 2025 (from August 2024 through July 2025).* This report highlights how our company culture, employee benefits, social, environmental, and governance programs work together to positively impact our business and the broader world. We operate in a highly competitive market with significant growth potential, and it is this combination of programs alongside our relentless focus on meeting customer needs that makes Nutanix a trusted hybrid multicloud platform company.

I'm proud of what our company accomplished this year. We're building an irresistible workplace where people feel connected, supported, and empowered to do their best work. In FY25, Nutanix reached new heights in many areas, including product innovation, customer acquisition, and annual revenue. Our sustainability practices analyzed more aspects that can benefit our operations. We also increased our philanthropy substantially to contribute more toward the needs of communities around the world.

Support from trusted relationships and reliable tools help us face change, challenges, and unforeseen events. This is the kind of trust and reliability Nutanix has built among its more than 29,000 customers as of the end of FY25, a number that grew by more than **10%** year over year. They rely on Nutanix software to simplify how they manage IT operations every day. Our platform enables them to use virtualization and cloud-native capabilities on-premises and across hybrid multicloud infrastructures. It helps them adapt to meet sudden needs and grow to embrace new capabilities such as AI. Customer feedback has led to our outstanding Net Promoter Score of 90, as averaged across the past 10 years.

On average, customers that shared their experiences using the Nutanix Cloud Infrastructure (NCI) solution reported approximately a **66%** space savings and a **50%** energy savings after replacing their legacy systems.** 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. Our Prism and X-Ray products enable customers to monitor and manage energy consumption.

Our products received prominent industry acknowledgements in FY25. For a consecutive second year, Nutanix was named a Leader in the 2025 Gartner® Magic Quadrant™ for Distributed Hybrid Infrastructure (DHI). And after just one year on the market, our hybrid multicloud container management software, the Nutanix Kubernetes Platform (NKP) solution, was recognized as a Leader in The Forrester Wave™: Multicloud Container Platforms, Q3 2025. Nutanix also appeared as a Challenger in the 2025 Gartner® Magic Quadrant™ for Container Management for NKP. For us, these industry recognitions support our vision for embracing open standards and open-source software.

We trust Nutanix software to run our own IT operations. The high performance and efficiency inherent in our products are combined with business sustainability efforts. In FY25, over **78%** of the energy used to power our datacenters came from renewable sources, up from **73%** in FY24.

Our commitment to sustainability and meeting customer needs is equally matched by our commitment to the people who work at Nutanix. Our Nutanix Total Rewards, company culture, and Spark volunteer and matching funds program help us 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 workplace with widely appreciated benefits. We actively listen to our employees and try to meet their needs wherever they are in their careers or lives. Employees can connect with each other through any of our seven L.I.F.E. groups, which are open to all employees, where they have the opportunity to share life experiences and create a deeper appreciation of one another. This fuels our employee engagement scores, which continue to rank in the top quartile of technology companies.

Good governance practices are the foundation for building and maintaining a trusted company. These ongoing efforts keep us compliant and transparent and help us maintain integrity and accountability. This is increasingly important as Nutanix continues to grow in a world powered by AI, working with customers an employees who use or build AI-powered tools.

I'm inspired by our Nutanix Spark program, which supported nearly 1,600 global causes in FY25, including over 2,500 volunteer hours and $842,000 in employee donations, corporate matching, and grants. **Forty percent** of employees donated or volunteered their time, up from **34%** in the year prior. This year, we created the Philanthropy Council to focus on grants for science, technology, engineering, arts, and math (STEAM). These programs and activities feed our employees' devotion to delighting customers every day.

I'm proud of our employees and what Nutanix accomplished in FY25. We remain focused on doing the right things for our customers, partners, investors, fellow employees, and their communities so we can build a better future for all of us.

Rajiv Ramaswami

Chief Executive Officer
Nutanix

*Unless otherwise indicated, the contents of this report cover Nutanix's fiscal year 2025, which ended July 31, 2025.

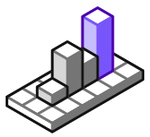
** These space or energy savings claims are average results based on case studies of representative Nutanix customers that are publicly available on the Nutanix website as of December 10, 2025, and were initially published between Jan 1, 2023, and Dec 10, 2025. Because potential customer outcomes depend 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.

About Nutanix

Nutanix is a hybrid multicloud computing leader, offering organizations a unified software platform for running applications and AI and managing data anywhere. With Nutanix, organizations can simplify operations for traditional and modern applications, freeing them to focus on business goals. Trusted by more than 29,000 customers worldwide, Nutanix helps empower organizations to transform digitally and power hybrid cloud environments consistently. Learn more at www.nutanix.com or follow us on social media @nutanix.

As of July 31, 2025

7K+	29K+	$2.22B
Employees	Customers	Annual Recurring Revenue* (+17% Y/Y change)



Our Vision

Simplify the deployment and operation of the increasingly distributed landscape of apps and data while freeing organizations to focus on business goals.

Our Mission

Delight customers with an open, secure platform with rich data services that increases their ability to take advantage of new technologies such as cloud native and AI, optimizes how they run their organizations today, and accelerates innovation, efficiency, and growth.

* During FY25, Annual Recurring Revenue, or ARR, for any given period, was defined as the sum of ACV for all subscription contracts in effect as of the end of a specific period. For the purposes of this calculation, we assumed that the contract term began on the date a contract was booked, unless the terms of such contract prevented us from fulfilling our obligations until a later period, and irrespective of the periods in which we would recognize revenue for such contract. Excludes all life-of-device contracts. ACV is defined as the total annualized value of a contract. The total annualized value for a contract is calculated by dividing the total value of the contract by the number of years in the term of such contract. Excludes amounts related to professional services and hardware. Please note that our methodology for calculating ARR was updated prospectively beginning with the first quarter of FY26 to align it more closely with the timing of when licenses are made available to customers.
For more, please visit nutanix.com/ir.

— Our Values —

Hungry
To be the best

Humble
In how we think and act

Honest
To do the right things

with Heart
In everything we do

Awards and Recognition

America's Best Mid-Sized Employer 2025 Forbes

Read More

A Leader in the 2025 Gartner® Magic Quadrant™ for DHI[1]

Read More

Nutanix Cloud Manager ranked #1 for Cloud Management Solutions

Read More

America's Best Midsize Companies of 2025

Read More

PeerSpot Leaders: Nutanix Database Service (NDB) Ranked Leader

Read More

Nutanix Unified Storage (NUS) Ranked Leader

Read More

Prism Ranked Leader

Read More

AHV Ranked Leader

Read More

A Challenger in the 2025 Gartner® Magic Quadrant™ for Container Management[2]

Read More

2025 Best Tech & Engineering Internships

Read More

50 Coolest Software-Defined Storage Vendors

Read More

A Leader in The Forrester Wave™: Multicloud Container Platforms, Q3 2025[3]

Read More

Explore More Awards

NCI ranked #1 for PeerSpot software defined datacenter solution

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

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CRN's 20 Coolest Cloud Computing Companies of the 2025 Cloud 100

Read More

CRN's Data Center 50: The Hottest Data Center Companies of 2025

Read More

CRN's 2025 Partner Program Guide Winner

Read More

[1] Gartner, Magic Quadrant for Distributed Hybrid Infrastructure, Julia Palmer, Jeffrey Hewitt, Dennis Smith, Tony Harvey, Elaine Zhang, 8 September 2025

[2] Gartner, Magic Quadrant for Container Management, Dennis Smith, Wataru Katsurashima, Tony Iams, Lucas Albuquerque, Michael Warrilow, Stephanie Bauman, 6 August 2025

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[3]Forrester Research, Inc., Forrester Wave™: for Multicloud Container Platforms, Q3 2025

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Environment

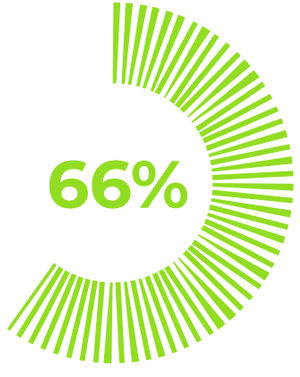
Our Commitment to Sustainability

As a global leader in hybrid multicloud computing, Nutanix recognizes how technology can accelerate transformation and increase business efficiencies. Harnessing new AI capabilities while minimizing environmental costs is becoming essential for organizations, communities, and ultimately the planet. We invest in renewable energy, promote a circular economy, and help enable sustainable outcomes through IT infrastructure.

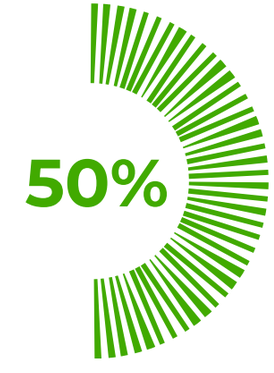
In FY25, we advanced our efforts in transparent reporting by deepening our partnership with a leading global climate solutions provider, 3Degrees. Our collaboration helps us identify opportunities to minimize our environmental impact as we continue to evaluate the feasibility of setting climate targets. While these steps advance our sustainability journey, we also consider ways we can help our customers meet their goals.

Modern organizations face growing demands on their IT infrastructure while striving to reduce environmental impact. Meeting these challenges requires efficiency through consolidation, automation, and intelligent workload placement. Nutanix helps customers build and run sustainable IT operations by simplifying complexity and optimizing resources across public and private clouds, datacenters, and the edge.

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



decrease in physical footprint*



reduction in energy consumption after replacing legacy systems*

Read more here.

* These space or energy savings claims are average results based on case studies of representative Nutanix customers that are publicly available on the Nutanix website as of December 10, 2025, and were initially published between Jan 1, 2023, and Dec 10, 2025. 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.

Renewable Energy

Nutanix prioritizes renewable energy to power our datacenters. This is where most of our energy is consumed.* In FY25, our total renewable energy consumption rate grew to **65%**, up 15 percentage points compared to our base year rate of **50%** in FY23.**

Circular Economy: Reuse of Hardware and Recycling Programs

Nutanix Cloud Infrastructure software runs on qualified industry-standard server hardware, allowing Nutanix and its customers to avoid proprietary storage hardware and the additional resources that it requires. This enables modernization of infrastructure with new or, in some cases, existing repurposed servers that meet Nutanix's platform requirements. Over time, these requirements have evolved to meet customer needs. Please visit our hardware compatibility list to find out more.

Customers running virtualized servers with legacy storage can modernize to Nutanix hyperconverged infrastructure and potentially repurpose compatible servers as hyperconverged or compute nodes. Additionally, instead of costly "forklift upgrades" that replace entire systems, customers can add small server increments to an existing Nutanix cluster to introduce new storage and compute capacity as needed. This incremental approach preserves prior investments, extends hardware life, and helps minimize waste.

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

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

This approach aligns with circular economy principles in IT infrastructure management and sustainable practices (read more here).

Nutanix supports compliance with global e-waste and packaging regulatory requirements and facilitates recycling of Nutanix hardware. For more information, please visit Nutanix's recycling page. Nutanix is committed to compliance with the U.S. producer registration and obligations to support recycling infrastructure.

*See Datacenters section for more information.
**See Greenhouse Gas Emissions section for more information.

Energy Efficiency Partnership

Our products are ENERGY STAR® certified.* You can find more on the Energy Star website here.

Nutanix continues to work with our NX server manufacturing partner to provide carbon lifecycle footprint data and EPEAT certification for NX servers. These servers comply with the Restriction of Hazardous Substances Directive and REACH regulation, which means they meet specific environmental performance criteria, making it easier for buyers to identify and manage sustainability aspects of these products.

Find more compliance information on NX servers here.

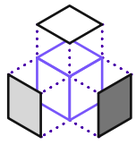
Education on Energy Efficiency and Emissions

Nutanix offers a carbon and power estimating tool for IT teams to assess different factors that can influence their environmental footprint. The tool estimates annual power and emissions for various Nutanix solutions running on Nutanix Validated Designs, and provides insights and resources for operating sustainable IT infrastructure. The tool offers a report that provides resources which are intended to inspire considerations for more sustainable IT infrastructure.

*Depending on CPU configurations

Sustainable IT Solutions

Nutanix is positioned to help itself and its customers realize sustainable outcomes from IT infrastructure. The Nutanix Cloud Platform solution helps consolidate resources into a unified software platform with automation, insights, and flexibility, providing a strong foundation for IT teams to move toward 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 approximately a **66%** space savings and a **50%** energy savings after updating 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 result in a more than 3X reduction in emissions.[2]

Optimize IT Management

An IDC study found that IT infrastructure teams achieved an average of **47%** greater operational efficiency and supported **90%** more virtual machines per staff member[3] through automation and streamlined operations with the Nutanix Cloud Platform solution.

Customer Impact

We enable our customers to better monitor and manage energy consumption through the power monitor capability in our X-Ray and Prism products. We continue to work with our customers to discover ways to improve these metrics for specific use cases. For more information, see the Nutanix Support and Insights Portal.

Datacenters

Nutanix datacenters are essential to our business and account for about **80%** of the company's total energy consumption. The Nutanix Cloud Platform software allows us to manage virtual machines and cloud native workloads efficiently. Our software-defined infrastructure and modern hardware design allow us to achieve datacenter density, which translates into lower capital and operational expenses. Our hybrid multicloud operations reflect our commitment to performance, scalability, reliability, and sustainability.

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. In FY25, we continued to prioritize renewable energy in our datacenters.

> "Rack space across two key datacenters was reduced by **80%**. Power consumption was reduced by over **75%** in total and over **80%** at the DR site."
>
> **Global Data Center Operations Manager**
> Media and Publishing,
> Senior Systems Administrator for the System Offices,
> ITS department*

Your hybrid multicloud deployment choices can help increase your ROI via sustainability benefits.

Read More

> More than **80%** of Nutanix's energy footprint is tied to our datacenters, so that's where we focus our renewable energy efforts. More than **78%** of our IT load is matched with renewable energy."
>
> **Rami Mazid**
> Chief Information Officer,
> Nutanix

[1] These space or energy savings claims are average results based on case studies of representative Nutanix customers that are publicly available on the Nutanix website as of December 10, 2025, and were initially published between Jan 1, 2023, and Dec 10, 2025. 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 White Paper, sponsored by Nutanix, The Business Value of Nutanix Cloud Platform, #US53303725, June 2025

* Source: IDC White Paper, sponsored by Nutanix, Hybrid Mulitcloud Deployment Choices Can Increase ROI Via Sustainability Benefits IDC #US53179725, March 2024

Office Buildings and Facilities

Our efficiency efforts remain a top priority for our Nutanix workplaces. Our HQ consolidation project, which began in 2022, was completed in FY25. This project reduced our largest location, our five-building 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. As a result, we've observed a **33%** reduction in Scope 1 emissions in FY25 compared to our base year of FY23.*

Many of the resources used in the downsized office space, such as furniture and electronic equipment, were 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 buildouts.

We focus on efficiently operating our office spaces and continue to promote and support sustainable practices across the organization, including:

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

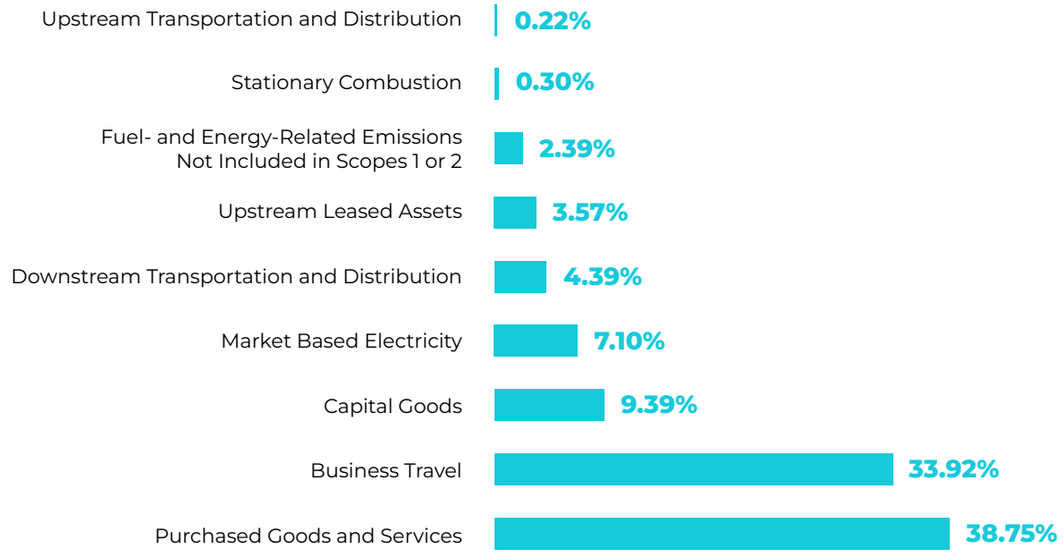
In FY25, we reduced the use of paper products at our headquarters and plan to implement similar programs at other locations. In Mexico City, we eliminated single-use canned beverages. Nutanix also participated in Bike to Work Day, an event sponsored by the Silicon Valley Bicycle Coalition that promotes awareness of less carbon-intensive modes of transportation.

*See Greenhouse Gas Emissions section for more.

Greenhouse Gas Emissions

We voluntarily disclose our greenhouse gas inventory and strive to continuously improve the accuracy and transparency of our reporting. For our FY25 inventory, we obtained third-party limited assurance from LRQA for the fourth consecutive year to verify our Scopes 1, 2, and selected Scope 3 emissions data, as well as our disclosures related to energy and renewable energy consumption. We deepened our relationship with 3Degrees, a leading global climate solutions provider, to help monitor our emissions and evaluate a roadmap for reducing them. We are assessing our operations to identify opportunities to minimize emissions and reduce the impact of our footprint.

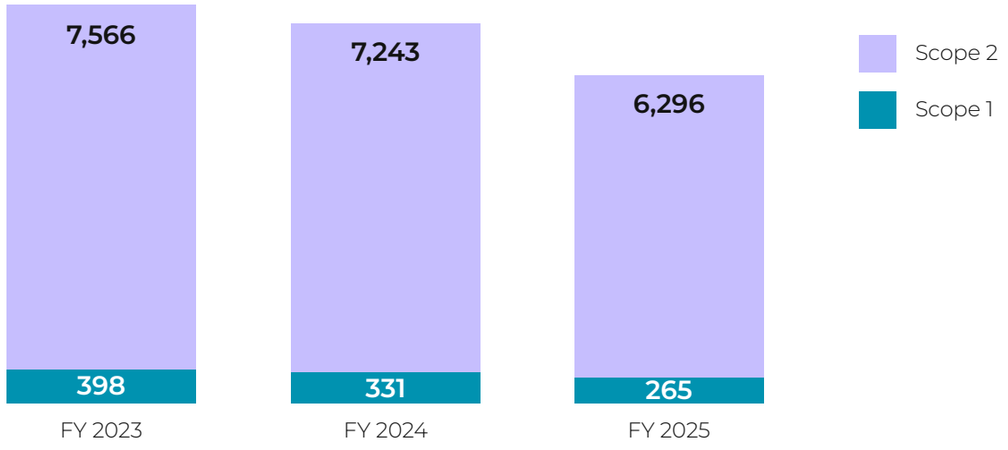
FY25 Carbon Emissions by GHG Protocol Category in MTCO2e*



*GHG Protocol refers to the Greenhouse Gas Protocol Corporate Standard. MTCO2e is an abbreviation for Metric tons of carbon dioxide equivalents.

Scope 1 and 2 Greenhouse Gas Emissions in MTCO2e*

(Using “Market-Based Electricity”)



*Using the Greenhouse Gas Protocol Corporate Standard. MTCO2e is an abbreviation for Metric tons of carbon dioxide equivalents.

57,800 MWh
Total Energy for FY25 from Scope 1 & 2

65% Renewable Energy*

2.58 MTCO2e**
(per million USD in revenue)
Scope 1 & 2 Carbon Intensity Metric

*Sourced from Renewable Energy Certificates

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

Scope	Category	FY 2023 GHG Emissions in MTCO2e	FY 2024 GHG Emissions in MTCO2e	FY 2025 GHG Emissions in MTCO2e
01	Stationary and Combustion	398	331	265
02	Location-Based Electricity	16,871	18,626	17,728
	Market-Based Electricity	**7,566**	**7,243**	**6,296**
03	Purchased Goods & Services	28,829	28,665	34,349
	Capital Goods	10,507	10,135	8,295
	Fuel- and Energy-Related Emissions Not Included in Scopes 1 or 2	3,953	3,828	3,888
	Upstream Transportation and Distribution	86	123	196
	Business Travel	10,007	18,441	30,062
	Upstream Leased Assets	1,599	2,206	2,120
	Downstream Transportation and Distribution	4,386	3,088	3,168
Total GHG Emissions using Market-Based Electricity		**66,971**	**74,060**	**88,639**

Methodology: Nutanix annually inventories its greenhouse gas emissions using the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard from the World Resources Institute, covering Scopes 1, 2, and selected Scope 3 categories and have selected FY23 as our base year for comparative purposes. We collect energy consumption data from our leased offices and data centers to calculate the associated emissions for Scopes 1 and 2. With guidance from external consultants, we identify relevant categories associated with Scope 3 and use various methods to estimate emissions. Certain emissions data, particularly for Scope 3, are estimated using industry averages and best-available data where precise data is not available. Scope 3 estimates are inherently uncertain due to the indirect nature of these emissions and the variety of sources and estimation methods used, and these estimates may be revised as improved data becomes available.

Notes:

- "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 17 leased offices reporting in FY25, compared to 23 in FY24.
- Nutanix has updated its Scope 3 Category 3 Fuel-and-Energy-Related Activities (FERA) emissions calculation methodology to be more comprehensive than in prior years. As a result, we are restating our FY23 and FY24 values to reflect the updated methodology for comparison purposes.

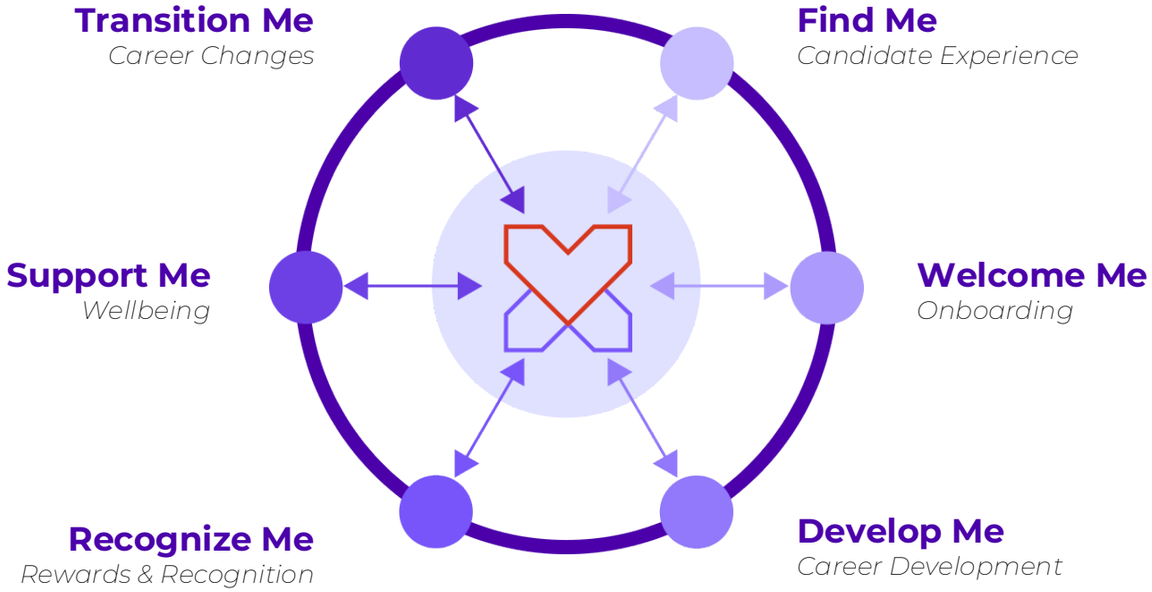
Culture and Community

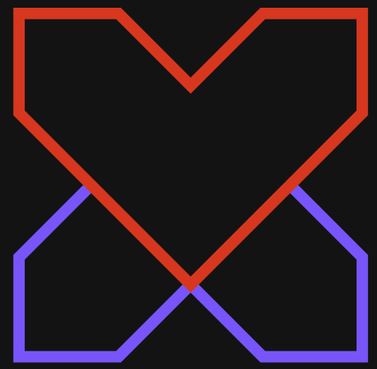
Irresistible Organization for Dreamers, Builders, and Innovators

We are building an irresistible organization where dreamers, builders, and innovators thrive. Our success is driven by the passion, creativity, and commitment of our people. They are at the center of everything we do. They help Nutanix push the boundaries of innovation and drive impactful business outcomes. Our culture of collaboration, accountability, and growth empowers our people to unlock their full potential and deliver results that matter.

Unified Vision: People Are at the Heart of Nutanix

Our Nutanix culture and community connect everything we do. They help our employees feel supported, trusted, and part of something larger, so they can do their best work and contribute to their interests. Our people are the heart of Nutanix. Their ideas, energy, and dedication drive our business and shape how we show up for customers and each other. This commitment comes to life through the Moments that Matter across the employee lifecycle.





The Nexus Heart represents this connection. It reimagines the Nutanix Nexus as a symbol of our shared culture and reminds us that people are at the center of every innovation, partnership, and outcome we create.

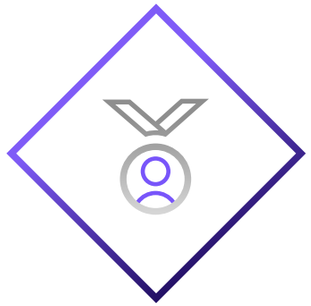
Listening keeps us aligned with that vision. Through Nutanix Voices, our mechanism for global employee insights, we gather sentiment through surveys, focus groups, and ongoing dialogue. Employee feedback from this program helps shape decisions around benefits, learning, and tools that help employees do their best work.

Looking ahead, we will continue expanding the use of artificial intelligence across this lifecycle to personalize learning experiences, automate routine tasks, and empower employees to focus on meaningful, high-impact work that drives innovation and supports our company's values.

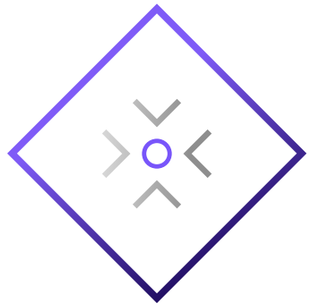
Living our Culture

Our culture

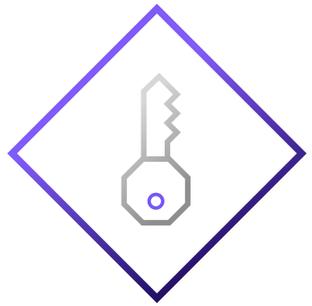
Our culture principles show how those values come to life. We obsess about our customers' success, we work as one team, we own our commitments, and we think long term. Together, these principles guide how we collaborate, innovate, and deliver impact across Nutanix.



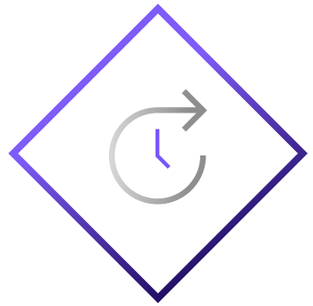
We obsess about our customers' success



We work as one team



We own it



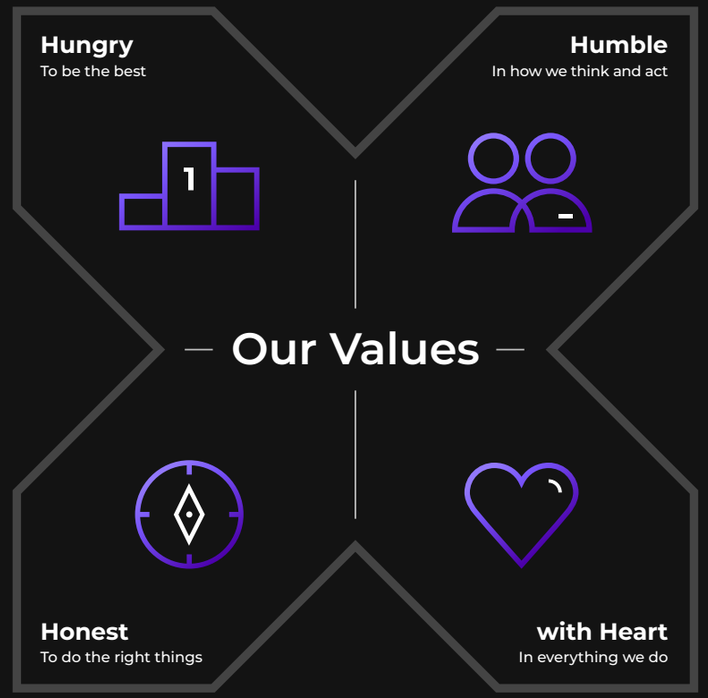
We think long-term

"We have a helping culture. People genuinely want to help one another succeed. We work hard and have each other's backs."

Luis Figueroa
Director, Worldwide Support,
Nutanix

"Our culture is present in our daily lives, through our actions, and also in our celebrations and our spirit of solidarity, empathy, and respect."

Karina Martinez
People Business Partner,
Nutanix



Building our Community and Connection

Employee Led LIFE Groups

Our L.I.F.E. (Leadership, Inclusion, Friends, and Experiences) Groups help employees build community and belonging at work. Each group is employee-led and supported by executive sponsors who serve as advocates and partners. Through events, learning sessions, and volunteer activities, L.I.F.E. Groups create space for connection, growth, and shared learning.

The seven global groups include Women of Nutanix, Pride Alliance, Mi Gente, NuShades, Project Victory, Family Experience, and People First Alliance. The groups are open to all employees and reflect the strength of our global community and the shared experiences that unite us.

“I am humbled by our team members and those in the veteran community. I love how supportive our company is. It is amazing to me how much Nutanix has contributed in funds and support to help our veteran community.”

Tu McLendon
Channel Senior Systems Engineer,
Nutanix

“Nutanix and my team have always been very supportive of my role within the company and my endeavors outside the company while in uniform. Project Victory is a unique group that fosters that camaraderie that most of us miss when we step out of uniform.”

Mariah Melligan
Federal Account Manager,
Nutanix

“The Employer Recognition Scheme (ERS) acknowledges employers that go above and beyond to provide exceptional support to the Defense and Armed Forces community. I first looked at the ERS in 2022 when I started working in the public sector. To be successful, it’s important to show that we support the organization and its people, which we obviously do. It becomes a real team effort. From Project Victory to the Legal, HR, and Recruitment teams, everyone plays a role in this process. I’m proud to represent Nutanix at the UK Ministry of Defense Employer Recognition awards ceremonies because, for me, it truly embodies our values of being Hungry, Humble, Honest, with Heart.”

Ian Moore
Strategic Account Manager for the Public Sector,
Nutanix

Next Gen Day

Next Gen Day invites employees to bring their children to the office to experience what their parents do at work and to learn more about careers in technology. The event creates moments of connection and pride, helping employees share the Nutanix culture with their families while building community with peers across teams and offices.

Staying Connected Through Leadership

Nutanix Voices

Listening to one another keeps us connected. The Nutanix Voices program gives employees formal channels to share ideas and feedback through surveys and focus groups. With over 90% participation in our enterprise surveys, we hear from most of our employees twice a year. We supplement the survey feedback with panel conversations, which allows us to connect in a more meaningful way with a small group of representative employees. Insights from Voices inform improvements across Learning and Development, Total Rewards, and Employee Communications.

“Ask Me Anything” Virtual Sessions

Ask Me Anything sessions offer an open forum for employees to speak directly with executive leaders about company strategy, culture, and direction. Topics have included our values, hybrid work, and the future of AI at Nutanix.

Reports from Rajiv

CEO Rajiv Ramaswami shares regular updates to keep employees informed on business performance and priorities. Each report provides perspective on market trends and recognizes the accomplishments of teams across the company.

Empowering Every Employee Experience

Attracting and Growing Talent

Talent joins Nutanix for the opportunity to do great work, grow their careers, and shape what's next in enterprise technology. We're creating an open and innovative environment where employees can do their best work and help customers simplify how they run their businesses in a hybrid multicloud world.

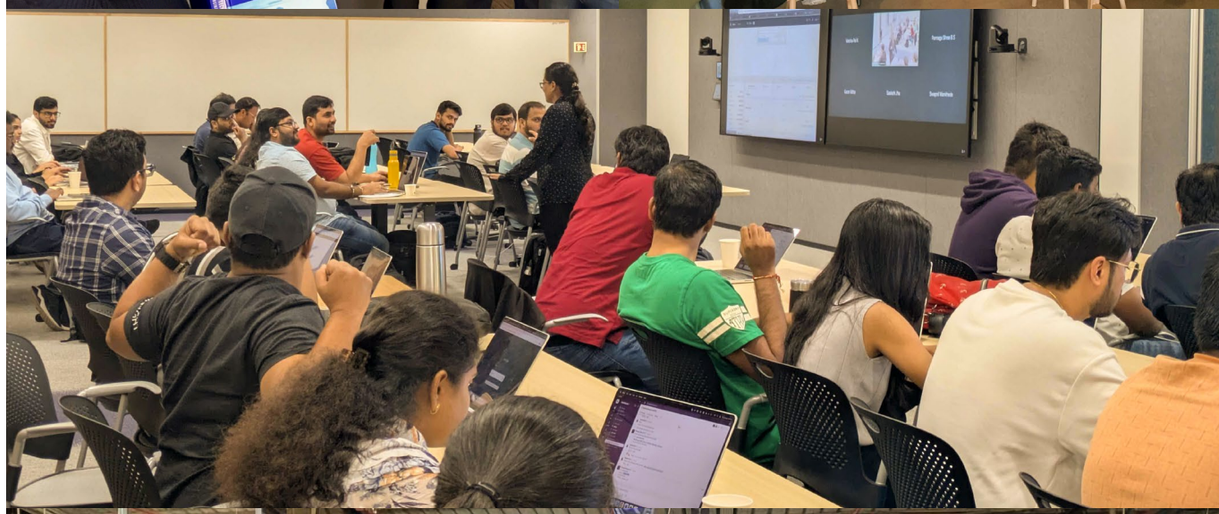
Our hiring practices are grounded in fairness, consistency, and respect for every applicant. Digital tools make it easy to explore opportunities and connect with our teams. New technology simplifies how we identify, engage, and hire great people, and helps us personalize outreach.

Our internship program continues to grow, giving students and early-career professionals hands-on opportunities to contribute to meaningful projects and learn directly from Nutanix teams around the world.

> "My internship opened my eyes to vast career opportunities in the technology field. The most valuable skill I developed during my internship was communicating directly with customers to handle their technical challenges. I rely on this skill in my current role."
>
> **Alejandro Mariacca**
> Systems Reliability Engineer,
> Nutanix

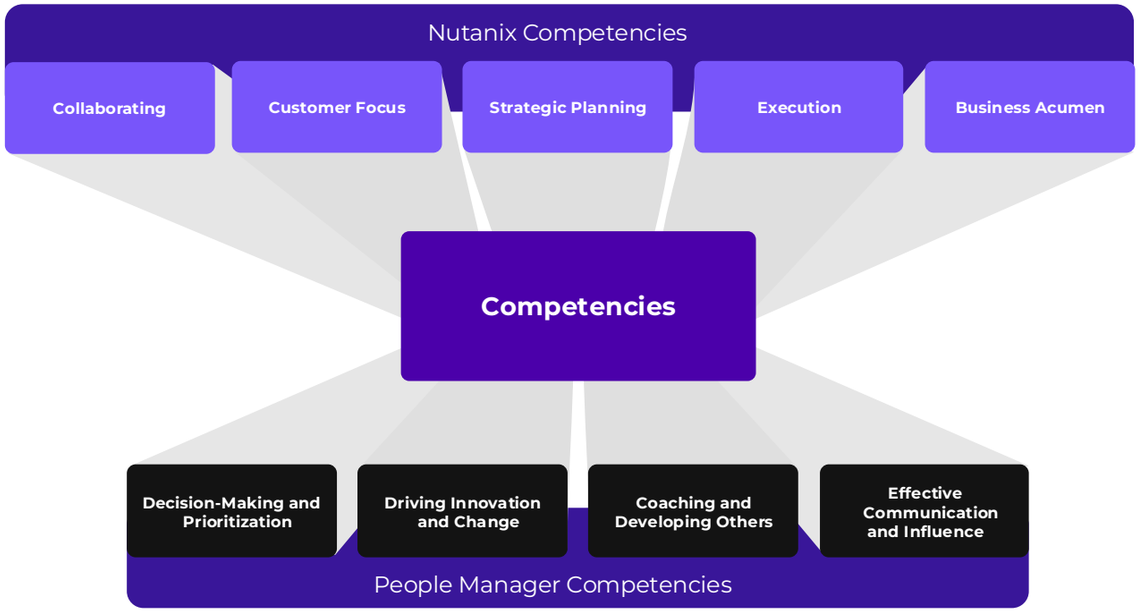
Learning and Growth at Scale

Continuous learning is central to our culture. Guided by feedback from the Nutanix Voices program, we made learning more accessible, relevant, and personalized. The Learning Council brings together teams to shape programs that meet employee needs and advance company goals. The council is a consortium for learning enablement functions from across Nutanix. It exists to reduce conflicting requests, improve efficiency, and ensure a unified approach to learning technologies. Our mission is to approach learning technologies from a global perspective, recommend solutions, and align on long-term impact.



Competencies for Growth

To strengthen this foundation, in FY25 we introduced a new Competency Framework that was created with input from employees and leaders across Nutanix. The framework defines the skills and behaviors that drive success and aligns them with our culture and business goals. It provides clarity on what strong performance looks like and helps guide employee growth and development.



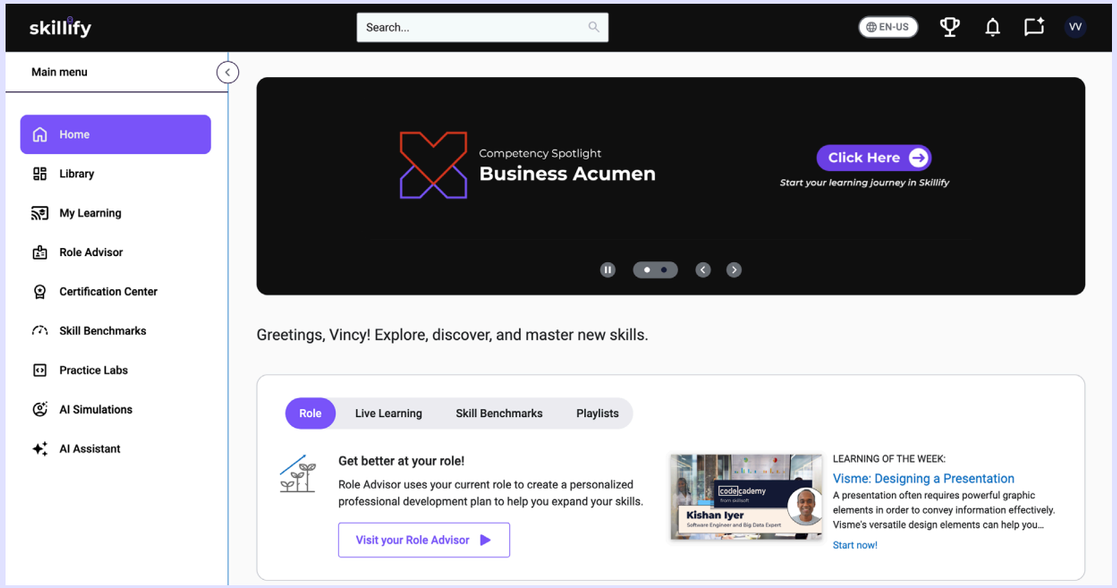
Digital Learning in Action

We're creating new ways for employees to learn, grow, and apply their skills in meaningful ways. Nutanix University provides courses, certifications, and development paths designed to meet employees where they are in their careers.

We also provide Skillify, our AI-powered learning platform that curates personalized learning paths for every employee. Developed in partnership with our global Learning Council, Skillify promotes continuous development across Nutanix by connecting our people with content, mentors, and opportunities aligned to their roles, interests, and career goals. It makes learning intuitive, relevant, and engaging.

Through Skillify and Nutanix University, employees gain access to resources that help them strengthen their technical, professional, and leadership capabilities while supporting continuous growth across our global community.

skillify



Growing Future Leaders

We are committed to developing the next generation of Nutanix leaders. Our Future Leaders Program supports high-potential employees through structured learning and practical experience that build leadership skills and business understanding.

This year, we also introduced the Nutanix Mentoring Program that was sponsored by the Women of Nutanix L.I.F.E. group. The program connected employees across functions and regions to share experience, guidance, and encouragement. The program helps participants strengthen confidence, expand networks, and take meaningful next steps in their careers.

> “Hearing leaders describe their own paths and decisions changed how I think about leadership.”

> “I thought I would always be an IC (individual contributor). Now I see a path to management, and I want to prepare for it.”

> “Working across functions gave me new tools and new peers I can call on.”

Recognizing and Celebrating Our People

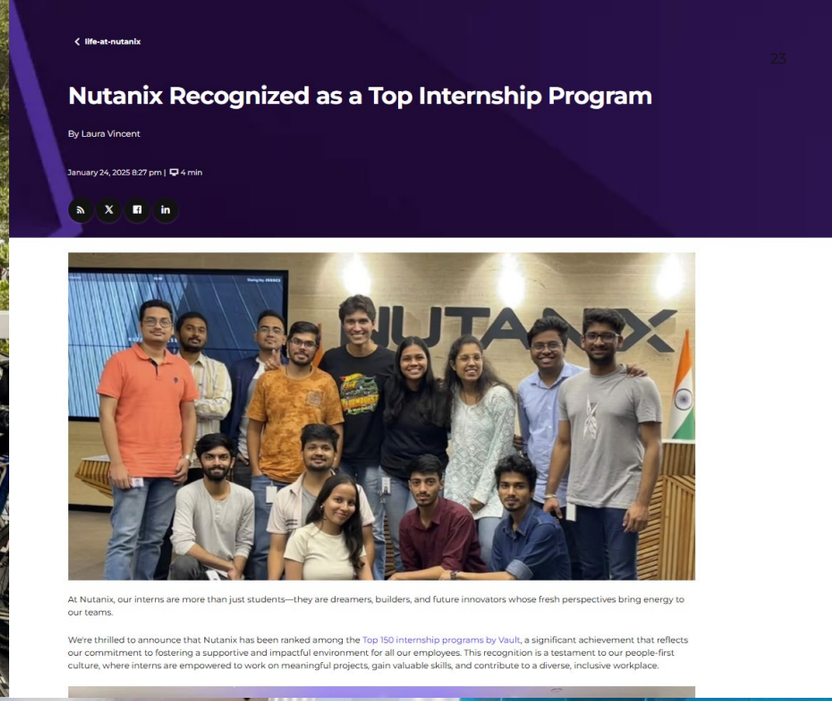
Recognition That Inspires

Recognition is an essential part of how we strengthen connection and reinforce the values that define Nutanix. Across our offices and online communities, we celebrate the contributions of employees who bring our culture to life every day.

Employees are encouraged to send and receive Excellence awards through our internal recognition portal, Excellence. Guidance and resources are available on The Spot, our company intranet. Each award frames the employee's behavior with outcomes tied to Nutanix culture principles.

We also spotlight employee voices, stories, and achievements across both internal and external channels. The Life at Nutanix blog and the #LifeAtNutanix social campaign share stories that showcase our people, culture, and community. Inside the company, stories are featured in the employee newsletter, on The Spot, through in-office signage, and across Slack communities.

Highlights include stories from global teams, Excellence moments, and recognition shared during company events such as Sales Kickoff.



Unsung Hero Award

During the June 2025 Town Hall, CEO Rajiv Ramaswami announced the inaugural Unsung Hero Award to recognize teams that went above and beyond, embodied our values, and made a meaningful impact that improved Nutanix. The award celebrates those who exemplify what it means to:

- Go above and beyond outside day-to-day responsibilities.
- Live our values of being hungry, humble, honest, and with heart.
- Make a significant impact that results in a better Nutanix.

Nominations are open to all employees, and winners are announced at company town halls throughout the year. Each recipient receives a meaningful Excellence Award and is featured on The Spot, where peers can celebrate their achievements.

Together, these efforts create a culture of appreciation that strengthens connection, builds pride, and reminds us that every contribution matters.

Supporting the Whole Employee

We design our benefits to support our employees holistically, recognizing that well-being, security, and flexibility all play an essential role in helping people thrive. Our programs are built to meet the diverse needs of our global workforce and to evolve with employees through different stages of their lives and careers.

From comprehensive medical plans and preventive care to robust insurance coverage, we make sure employees and their families have access to quality care when it matters most. Many of these benefits are available at little or no cost to employees.

Our financial and insurance benefits provide a foundation of stability and peace of mind through retirement savings plans and access to professional financial guidance. These resources help employees plan and save confidently for their future.

Well-being is a shared priority at Nutanix. Through our BeWell program and local wellness initiatives, employees can access a range of activities, tools, and events designed to promote physical, mental, and emotional health. From global well-being days to community fitness and mindfulness programs, we encourage every employee to take time for self-care and balance. We also continue to strengthen the benefits that support families and caregivers. Our programs include parental leave, family-forming and reproductive health benefits, and flexible arrangements that help employees manage personal and professional responsibilities.

Together, these offerings reflect our ongoing commitment to creating an environment where every employee feels supported, valued, and empowered to bring their best to work and to life.

For more, visit nutanixbenefits.com

> Thankfully, Nutanix provides us introverts with Wellbeing Days, which allows us to recharge our batteries. Thank you again, Nutanix, for this wonderful day off to recharge and recalibrate!"

Brian Villanueva
Team lead, Academy Systems Engineering,
Nutanix

> To Nutanix, thank you thank you thank you. Having 20+ weeks off work is scary, However, the time that I've had adjusting to life with 3 littles was just the right amount. I'm refreshed (but still exhausted) and ready to rock!"

Heidi Rezaei
Account Manager,
Nutanix

Giving Back Together

Nutanix is committed to philanthropic work, including grants and activities supporting communities around the world.

Nutanix Spark: A Movement of Good

The spirit of connection extends beyond our offices through Nutanix Spark, our global giving and volunteer program. Spark empowers employees to share their time, skills, and resources with the causes that matter most to them and their communities.

Spark focuses on three key areas that connect personal well-being with positive social impact:

Well Minds
Supporting education, creativity, and mental well-being through learning and access.

Well Bodies
Promoting physical health and wellness so people can live their best lives.

Well Communities
Strengthening the places where we live and work by supporting sustainability, nourishment, and access to clean water.

FY25 Social Impact Highlights

40%

of employees engaged in volunteering or charitable donations

2,500+

volunteer hours logged

$842,000

in total giving, including corporate donations, grants, and matches

1,567

causes supported globally

Philanthropic Global Initiatives and Partnerships

Nutanix Philanthropy Council

In FY25, Nutanix launched a grant program governed by a Philanthropy Council. The council, made up of business leaders across the Nutanix community, evaluates grant requests to nonprofit organizations that focus on STEAM (Science, Technology, Engineering, Arts, Math) education, from primary school through graduate studies. The Philanthropy Council created a framework for intentional support of STEAM initiatives. During FY25, two grants were awarded to power innovative approaches to STEAM learning. The beneficiaries are Resource Area for Teaching (RAFT) and Know Better World Foundation.

> Building beyond our four walls is critical for Nutanix success. The Philanthropy Council is a great investment vehicle for Nutanix to reach communities that will be important to our long-term success and future."
>
> **Mo Rainey**
> VP, Professional Services, Nutanix

Resource Area for Teaching (RAFT)

Provides educators—especially in Title 1 schools—with hands-on STEAM resources, reducing financial and prep-time burdens while enabling students to build critical problem-solving, collaboration, and creativity skills. This support reduces the financial and time burden on teachers while expanding access to experiential learning.

In addition, a group from Nutanix headquarters volunteered at RAFT building STEAM kits to support this incredible organization that empowers teachers with low-cost supplies to encourage student engagement and inspiration by learning through the lessons teachers bring to their classes.

Know Better World Foundation

Empowers schools to move beyond outdated approaches by providing frameworks and tools that foster creativity, agility, and resilience. The initiative helps educators and students develop holistic decision-making and problem-solving skills to thrive in an era of uncertainty and complexity.

India Philanthropic Programming

IIT Madras School Scholarships and Center of Excellence

The Indian Institute of Technology Madras is known both nationally and internationally for excellence in technical education, basic and applied research, innovation, entrepreneurship and industrial consultancy. We hope to do our part in helping to prepare the future workforce, especially in areas of STEM and STEAM education.

Nirman

Nirman works in the areas of education, skill development and entrepreneurship, health and well-being, and community and social development, supporting the STEM programs at government schools.

Aarti Home (Vijay Foundation Trust)

Aarti Home helps provide a home, education, and day-to-day care for young girls in India. An end-to-end program, Aarti Home provides education until a girl gets married. To date, Nutanix has supported over 100 girls, donating school fees, uniforms, books, and residential and medical care.

Yugrishi Shriram Sharma Acharya Charitable Trust (Akhand Jyoti Hospital)

Nutanix contributed ₹9,65,000 to support cataract surgeries for 250 elderly individuals, restoring vision and improving quality of life.

Volunteering

Through company matching, grants, and paid volunteer time, Spark makes it easy for every employee to get involved and make a difference. Together we build stronger communities and extend the Nutanix spirit of care beyond our workplace.

Disaster Response in North Carolina, USA

Teams volunteered and provided supplies to support families recovering from storm damage in North Carolina. In partnership with Team Rubicon NC, a Nutanix employee based in Asheville, NC, focused on cleaning up the local veterans Restoration Quarters, a transitional home for unhoused veterans who've given up everything for our continued freedoms.

Soap Saves Lives at .NEXT

Because we like to make a positive impact in locations where we hold events, Nutanix employees and guests made hygiene kits for the local Washington, D.C., school system. The effort was spearheaded by the school system leaders, who noted that good hygiene and health are directly correlated to kids staying in school.

Governance

Governance

A strong commitment to good corporate governance is essential to how we build and maintain trust at Nutanix. It is a core component of doing the right thing for our investors, customers, and stakeholders. Our policies and practices aim to optimize operations while enhancing stakeholder confidence in our company.

Our Board of Directors operates under clear Corporate Governance Guidelines that provide the blueprint for board conduct and accountability, setting clear expectations for director responsibilities, qualifications, independence, and overall board function. This framework enables our decision-makers to focus on aligning strategic objectives with the interests of our stockholders and the broader stakeholder community. The standing committees of our Board of Directors – Audit, Compensation, Nominating and Corporate Governance, and Security and Privacy – oversee the integrity of our financial reporting, the alignment of our compensation and talent strategies, the strength of our governance framework, and our management of technology, information security, and privacy risks. This commitment to sound governance extends to every level of the company, with our Code of Business Conduct and Ethics setting the standard for all employees, officers, and directors. For more, go here.

Our entire business is built on trust. Nutanix has established robust security, data protection, and privacy programs for keeping customer data safe. For more, go here.

Corporate Governance Highlights

Board Composition
Eight out of 9 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
Majority voting standard applies to 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 certificate of incorporation and bylaws do not contain supermajority voting requirements.

Declassified Board
All our directors are elected for one-year terms.

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.

More information on our current Board committee composition can be found here.

Legal Notices

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This report contains express and implied forward-looking statements, which involve substantial risks and uncertainties. Other than statements of historical fact, all statements contained in this report, including statements regarding our plans, initiatives, projections, targets, goals, commitments, expectations, or prospects, are forward-looking statements. The words “believe,” “may,” “will,” “potentially,” “estimate,” “continue,” “anticipate,” “plan,” “intend,” “could,” “would,” “expect,” “aspire,” or words or expressions of similar substance or the negative thereof, that convey the uncertainty of future events or outcomes are intended to identify forward-looking statements. You should not rely upon these forward-looking statements as predictions of future events. These forward-looking statements speak only as of the date they are originally made and are based on our current expectations only. These forward-looking statements are subject to numerous risks, uncertainties, and assumptions, including scientific or technological developments, regulatory and legislative changes, stakeholder engagement, global political, social and economic trends, evolving sustainability frameworks, and other unanticipated or subsequent developments as well as those described in our Annual Report on Form 10-K for the fiscal year ended July 31, 2025 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 in this report. 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.