



# **Environmental, Social, and Governance Report 2022**





# Letter from CEO Rajiv Ramaswami

We are pleased to share our third annual ESG report. We made steady progress with our environmental, social, and governance efforts across the company. Our commitments to and investments in diversity, equity, inclusion, and belonging enabled us to attract and retain top talent that is shaping our future. In calendar year 2022, several new leaders stepped into chief-level positions and helped accelerate Nutanix's shift to a hybrid multicloud software company with an enormous market opportunity ahead.

Although 2022 was marked by social, political, and economic challenges caused by COVID, war, and inflation, it was a year when Nutanix established itself as a sustainable growth business built to last. I'm proud of our employees, who consistently achieve world-class customer satisfaction in an incredibly competitive industry.

Over a decade ago, the company pioneered hyperconverged infrastructure (HCI), which broke down IT silos and simplified scalable data centers. Now our hybrid multicloud platform helps customers break down silos between public clouds, on-premises data centers, and the AI-enabled edge. Our software allows customers to shrink their data center footprint to more efficiently manage IT resources. Customers can easily scale computing resources to only use and pay for what they need. Nutanix software allows them to optimally place applications and data to meet performance, cost, and regulatory goals across private and public clouds. We know these benefits first-hand because we run our global company on Nutanix software. Furthermore, our subscription-based business model gives customers more flexibility than traditional licensing models.

This year, we became more resolute about environmental sustainability practices, including how we measure and report our energy consumption, where we run our workloads, and how we manage workspaces. Our company invests in renewable energy certificates to procure more than half of our company's energy consumption. Shifting to a hybrid-first workplace set the stage for us to significantly decrease our global office space, which began in late 2022 and will continue through 2024.

Our early and earnest sustainability efforts put Nutanix on the right path, but there's still important work to be done in order to set measurable ESG goals. We intend to get these things done right.

In 2022, we enhanced our corporate governance profile, reinforcing the strength of our commitment to being accountable and responsive to our stockholders. We committed to a number of social issues important to our employees, investors, and customers. We contributed nearly \$50,000 in combined employee donations and company matched funding to support several causes assisting people in war-torn Ukraine. We invested in diversity, equity, inclusion, and belonging efforts to build a workplace where employees are inspired and can thrive. Our robust employee benefits, social groups, and diversity initiatives help us through challenges, connect us to communities, and support us at home and in our careers.

Progress highlighted in this report is a direct result of the talent, dedication and hard work done by Nutanix employees. Our company culture drives us to build technologies for the greater good. We're determined to do the right things for our customers, partners, investors, employees, and communities. This is why our future looks bright.

A handwritten signature in black ink that reads "Rajiv Ramaswami". The signature is fluid and cursive, written in a professional style.

**Rajiv Ramaswami**

President and CEO of Nutanix



## Environmental

We continued to make meaningful progress in our long-term vision, especially around our environmental efforts. Inherently, our software products help customers reduce power and carbon footprint by consolidating traditional, dedicated compute, storage, and network hardware into a converged, software-defined architecture, which requires less hardware compared to traditional IT operations. Because we use Nutanix software to run our business, we realize these benefits in our own data centers. This year's ESG report shows how historic data, standardized metrics, and third-party validation help us track and report on power use and emissions. Our stakeholders are growing more interested in these metrics and our commitment to sustainability. In the Environmental section, learn about initiatives that inform how we manage our carbon footprint in the years ahead.



## Social

Our social initiatives progressed as we navigated through a post-pandemic world. We continued our hybrid-first workplace practices, providing flexibility for employees to do their best work from home or in the office. Our People team implemented new Employee Resource Groups, volunteer opportunities, and learning activities to engage our increasingly diverse workforce. We expanded our benefits to cover additional services such as outpatient medical in India, and voluntary legal plans in the United States. A global reassessment of our company values and principles brought us closer together and more focused on doing good things for the right reasons. We are committed to diversity, equity, inclusion, and belonging (DEIB) efforts and in 2022 established criteria for the results we want to achieve going forward.



## Governance

Corporate governance actions we took in 2022 made Nutanix a more accountable and responsible company. We moved to a single class of common stock with equal voting rights. We formed a new board-level committee to enhance our board's oversight over technology, information security risks, data protection and privacy matters. And we amended our charter and bylaws to implement other corporate governance enhancements.

# About Nutanix

Nutanix is a global company with headquarters in San Jose, California. In 2022, the company had over 65 offices and 6,000 employees around the world, serving more than 23,000 customers, including nearly 60% of the Fortune 500. For fiscal year 2022, the company achieved \$1.58 billion in revenue and \$1.2 billion in annual recurring revenue.

As a global leader in cloud software, Nutanix transforms the way organizations do business. We offer a single platform to run all your apps and data 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. By delighting our customers, Nutanix has maintained a best-class-in-class average Net Promoter Score of 90+, well above the technology industry standard for customer satisfaction and loyalty.

## Nutanix by the Numbers

**65**

Offices

**6,000**

Employees

**23,000**

Customers

**60%**

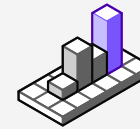
Fortune 500

**\$1.58B**

Revenue

**\$1.2B**

Annual Recurring Revenue



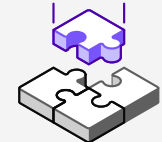
### Our Vision

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



### Our Mission

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

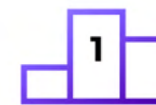


### Culture Values

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

## We are

**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 & Recognitions



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



**2022 Top Paying Certifications (Nutanix #8)**



**Mandy Dhaliwal Recognized as a Top B2B Marketing Influencer of 2022**



**CRN's 2022 Rising Female Stars List**



**The Top 100 Software Companies of 2022 | The Software Report**



**92 NPS score among the highest in the world**

## More Awards

- [ASP Best Support Websites of 2022](#)
- [2022-23 DCIG TOP 5 Enterprise Storage as a Service Solutions](#)
- [Four PeerSpot Awards for Nutanix](#)
  - Three Gold Awards for the Nutanix Cloud Infrastructure
  - Bronze Award for the Nutanix Cloud Manager
- [CRN's Cloud 100 companies for 2022](#)
- [CRN 2022 Storage 100 list \(Software-defined storage\)](#)
- [CRN's 2022 Products Of The Year](#)
- [2022 Data Center 50](#)
- [CRN's 2022 Women of the Channel Awards](#)
- [CRN's The Most Powerful Women Of The Channel 2022: Power 100](#)
- [CRN's Software-Defined Data Center 50 companies](#)
- [CRN: The Top 25 IT Innovators of 2022](#)
- [Short List Top Cloud Vendor - CRN](#)
- [CRN's 100 People You Don't Know But Should](#)

## Learn More About Nutanix

[Nutanix Portal](#)

[Investor Relations](#)

[Press Releases](#)

[2022 Nutanix Proxy Statement and Annual Report](#)

[Nutanix Benefits](#)

[Career Opportunities](#)

# Environment

## Our Commitment to Sustainability

In 2022, we strengthened our commitment to sustainability and to minimizing our impact on climate change. It's always been a part of what we do, even before we began measuring it – and our leadership and employees take the topic seriously. During the past year, we evolved our systems and controls for collecting and reporting emissions, and obtained third party verification for these measurements.

## Technology for the Greater Good



Our technology helps us and our customers reduce environmental impact. We use our own hyperconverged infrastructure (HCI), which eliminates the need for separate systems for compute, storage, and networking which can reduce the physical footprint, power and cooling, and has the potential to consume up to 35% less energy than other hardware-dependent, on-premises solutions. This can reduce human capital needs and improve energy savings.

Using Nutanix Cloud Infrastructure (NCI) and Nutanix Cloud Manager (NCM) helps eliminate waste from sprawl and overprovisioning of IT resources across public, managed, and on-prem clouds. NCI enables incremental scaling while NCM optimizes resource planning and deployment of only what's needed in the near-term. Nutanix software can run anywhere, enabling IT teams to choose where workloads run to optimize cost, control or carbon emissions. This includes the ability to easily burst workloads to public clouds without refactoring and hibernate them when they aren't needed.



“ **The IT department has greatly contributed to reducing power consumption with new, more efficient, virtualizable machines and with the centralization of services in the public cloud in order to use only the resources that are needed, which translates into efficiency and reduced carbon emissions.**”

**Francisco Javier Mollá**

I&O Global Manager of Service Delivery for EMEA at Holcim Group



# Sustainable Infrastructure

## Data Centers

Nutanix data centers are essential to our business and account for about 78% of Nutanix's total power consumption. Using our own software to achieve 100% virtualization helps make our data centers highly efficient. Our hyperconverged infrastructure software enabled us to build a hyperdense data center that consolidates IT resources, giving us 68% more space and requiring 46% less power.

Since 2018, we've selected data center providers that prioritize energy and resource efficiency. We work with providers that offer highly optimized data centers and renewable energy options, and reduce water consumption. In 2022, we continued to migrate IT workloads to these more efficient data centers that use up to 85% less water and 80% less power. This helps limit the overall environmental impact of our IT operations.

“ **In 2022, we were able to migrate more of our workloads to these sustainable partners – so that more than 73% of our data center IT load was provided through renewable energy.** ”



**Harmail Singh Chatha**

Senior Director, Hybrid Cloud Operations and ESG at Nutanix

“ **It is my personal view that as global corporate citizens, we all have the responsibility and obligation to shape the future of IT sustainability.** ”



**Rajiv Ramaswami**

President and CEO of Nutanix

## Office Buildings and Facilities

In 2022, our efficiency efforts extended into employee workplaces. The hybrid work model we established after the pandemic allowed us to make significant changes. We began minimizing the physical footprint at our five-building campus at Nutanix headquarters in San Jose. Reducing office space to align with our hybrid work model can help us reduce costs and energy usage. In the process, we repurposed equipment and furniture in a more consolidated office space. This project will continue through 2024, shrinking our San Jose footprint from five buildings and 13 floors (almost 440,000 square feet) to a single building with six floors (just under 216,000 square feet).

Currently, we have two facilities with LEED Gold certification and six facilities with LEED Silver certification. Going forward, we continue to strive for a minimum of LEED Silver in future buildouts wherever possible.

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

- Recycling at all locations
- Centralized trash receptacles within office space
- Locally sourced food where available
- Employee commute programs, including rail options
- Zero waste to landfill programs
- Sustainable, non-PFAS food packaging and the reduction of single-use plastics in break rooms
- Charging stations for electric vehicles available at some office locations

“ **Our legacy environment filled four racks, and we're now down to less than half a rack of equipment with Nutanix. By moving to Nutanix, we were able to cut our co-lo costs by 75% for power, cooling, and space.** ”

**Dane Sandersen**

Global Security and Infrastructure Director at [Trek](#)

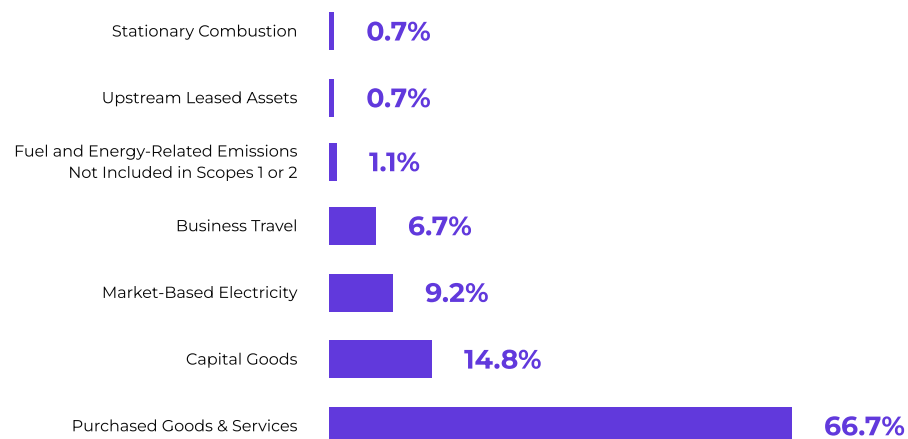
# Greenhouse Gas Emissions

We began reporting our greenhouse gas emissions in our inaugural ESG report in 2020. That report focused mainly on Scope 1 and 2 emissions. Each year, we improve our understanding of the reporting process and strive for accuracy and transparency. We aim to minimize carbon emissions that impact our planet and communities so we contribute to a viable, sustainable future.

In 2022, we obtained [third-party limited assurance from LRQA](#) to verify the emissions data we reported. We also expanded our Scope 3 categories to include Fuel and Energy Related Emissions, which are not included in Scopes 1 or 2.

We monitored our baseline metrics closely as business returned to post-pandemic conditions and these metrics will help us more accurately and consistently manage our emissions going forward. We continue to learn how operational components that we track are connected to our overall environmental impact.

## 2022 Metric Tons of Carbon Dioxide Equivalent (MTCO2e)



**MTCO2e 63,120\*** \*Total reported emissions (using Market-Based Electricity)

Scope	Category	2021 GHG Emissions (mt CO2e)	2022 GHG Emissions (mt CO2e)
Scope 1	Stationary Combustion	330	431
Scope 2	Location-Based Electricity	14,799	14,798
	Market-Based Electricity	4,666	5,798
Scope 3	Purchased Goods & Services	45,980	42,094
	Capital Goods	14,225	9,321
	Fuel- and Energy-Related Emissions Not Included in Scopes 1 or 2*		666
	Upstream Transportation and Distribution	72	165
	Business Travel	6,023	4,210
	Upstream Leased Assets	1	427
	Downstream Transportation and Distribution	720	8
<b>Total GHG Emissions using Market-Based Electricity</b>		<b>72,017</b>	<b>63,120</b>

### Notes

- "Location-based" comes from the GHG Protocol and does not include renewable energy purchases.
- "Market-based" comes from the GHG Protocol and includes renewable energy purchases.
- The following are some observations based on 2022 compared to 2021
  - Scope 1 There are 8 sites reporting consumption in 2022 compared to 7 in 2021
  - Scope 2 There are 25 leased offices reporting in 2022 compared to 23 in 2021
  - 2021 Scope 2 emissions are restated according to GHG Protocol.
- \*Scope 3 We added the category 'Fuel- and Energy-Related Emissions Not Included in Scopes 1 or 2' in accordance with GHG Protocol
- Scope 3 We refined our reporting methodology in 2022 to more closely align with GHG Protocol Guidance.
- There was increased access to data to enhance the accuracy in reporting upstream leased assets in 2022.

# Additional Environmental Metrics

**45,363 MWh**

Total 2022 Scope 1 & 2 Energy Usage

**> 57%\*\***

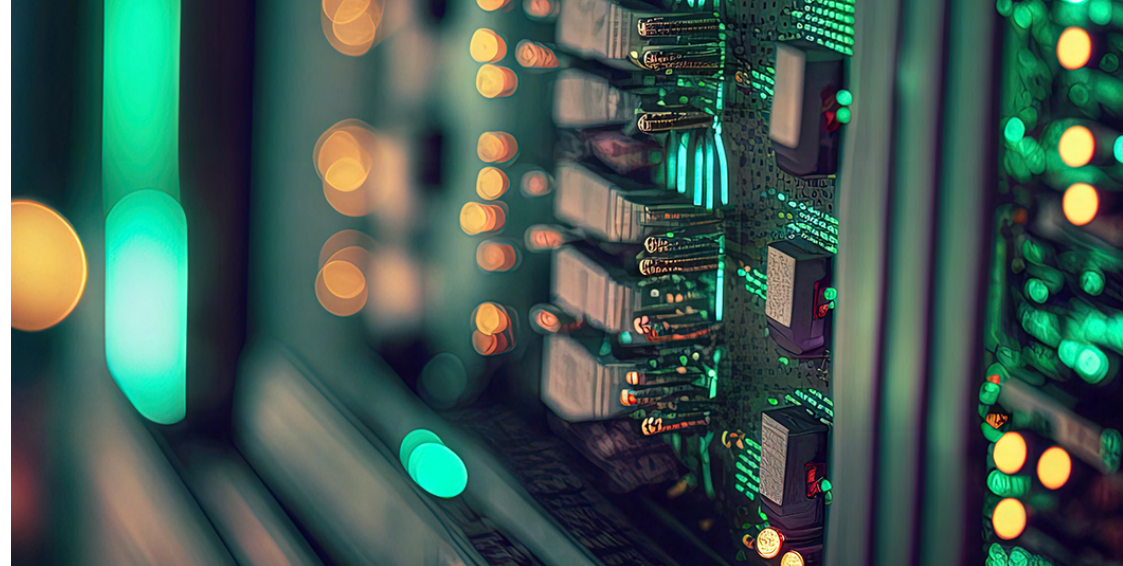
Scope 2 Energy sourced from renewable sources

**3.71E-06\***

MTCO2e Per Million in Revenue (USD), Scope 1 & 2 Carbon Intensity Metric

\* 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

· \*\*Sourced from Renewable Energy Certificates



## Methodology

Nutanix measured carbon emissions using the [Greenhouse Gas Protocol framework](#) and inventoried emissions associated with Scopes 1, 2, and selected Scope 3 categories.

We collected energy consumption data from our leased offices and data centers to calculate the associated emissions for Scope 1 and 2.

To improve the accuracy of energy and emissions reporting in six of our largest data centers and select offices, we partner with [nZero](#) for more accurate, near real-time electricity consumption based on the local grid. nZero uses an advanced grid study of spatial temporal energy consumption at the time of use, providing more precise reporting for these sites.

With guidance from external consultants, we've identified material categories associated with Scope 3 and leveraged various methods to help us calculate emissions.

[Learn more](#)

[Environmental Compliance Policy](#)

[Conflict Minerals Policy](#)



“ Our previous three-tier system consisted of about ten racks of compute equipment, and we have been able to reduce that to a quarter rack. Our power expenses have come down about 70%, which is working out to tens of thousands of dollars - and 24,000 kg of CO2 emissions - saved per year.

**Simon Sowerby**

Technical Services Coordinator at the [City of Unley](#)



# Benefits

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

Employee wellbeing is a top priority. Nutanix benefits help employees manage many important aspects of life, from family, to finances, to rest and relaxation. Our hybrid-first workplace gives employees the flexibility to work remotely and in the office. Core benefits are localized to meet specific needs and regulations in each region.

## Wellbeing Programs

We offer programs to support preventative care, ongoing wellbeing improvement, and maintaining a healthy lifestyle. Preventative care, flu vaccinations, and health checkups are covered in many countries. In India, we added a new outpatient healthcare plan for employees and their families in 2022. We offer in-person or online mental health counseling services, access to a mindfulness app for all employees, and U.S. employees have real-time, 24-7 access to life coaches and therapists.

## Wellbeing Days

Since 2020, our employees company-wide take one day off each quarter dedicated to their wellbeing. This gives everyone a mental and physical break from work. A poll conducted on LinkedIn showed that 42% of our employees enjoyed nature, 31% stayed home, 19% tried something new and 9% did something else which brought them joy.



“ Before Nutanix, I have never been a part of a company that makes sure their employees are well taken care of and that provides so many great benefits such as Grokker, .heart, life groups, etc., and of course, the core values that are aligned to mine.



**Victor Gomez**  
Sales Support Services Manager at Nutanix

“ Family Time! Thx #nutanix wellness day!



**Lee Caswell**  
SVP Product and Solutions Marketing at Nutanix





“ Shutting my laptop for our #Nutanix Wellbeing Day.



**Miriam Corzo**  
Marketing Manager at Nutanix



“ Girl’s day out, and the most delicious moment of my wellness day! I hope you all got the change to recharge and to enjoy this day to the fullest!

**Nora Szukics**  
Manager, People Development and Culture at Nutanix



“ Spent my wellness day and weekend meditating, practicing yoga, and relaxing at the Art of Living International Center. I was lucky to meet and seek blessings from the founder of Art of Living, Sri Sri Ravi Shankar.

**Priyanka Vernekar**  
People Business Partner at Nutanix

## Family 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 along the way.

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

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## Transgender Health Benefits

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

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## Financial and Legal Benefits

In 2022, the company introduced an in-plan Roth conversion to our 401(k) plan and a Health Savings Account with employer contributions in the U.S., enabling employees to save more for retirement and other needs.

Employees around the world get access to one hour of free financial and legal consultations. U.S. employees now have access to legal services at a small monthly cost. This benefit 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.

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## Paid Leave

Employees around the world get at least eight paid weeks of parental and baby bonding leave and 22 paid weeks for maternity and pregnancy leave. 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 all countries are able to focus on the event of a loved one's death.



“

**Today is my first day back from maternity leave! Thank you Nutanix for our amazing benefits, I cherished every minute of bonding time with my little guy. However, I couldn't be more excited to get after it! There is no better way to return back to work than SKO week!**

**I also would like to mention that I recently made the move to Charlotte, North Carolina. I am looking forward to meeting all of our local partners and customers in Charlotte! #Nutanix**



**Emily Coxen**

Sr. Account Executive at Nutanix



# Dynamic Workplace

## Embracing Equity

Nutanix is maturing and this requires continuous learning and people enablement across critical functions. In 2022, we strengthened our learning tools and diversity, equity, inclusion and belonging efforts to promote a workplace that is affirming, inclusive and equitable for every employee. This empowers us to work together respectfully to achieve the greater good.

## Culture Assessment

In 2022, we launched a year-long culture reassessment to ensure that our culture stays aligned with our business objectives. We conducted company-wide surveys and group sessions to analyze current values and explore how the culture has evolved. One survey showed 69% agreed they know what senior leaders think our culture needs to be for Nutanix to be successful. We have targeted efforts to improve this sentiment in 2023.

“**Since the first day I came to know Nutanix, I was amazed at all the different approaches they had when making life better for everyone through technology! The way they talked to the customers, how they relate to partners, and how conscious they were of having motivated employees. It was more than a startup feeling, it really felt like family members pushing each other to be their very best and achieve their goals. And in LATAM, this was a huge opportunity to be disruptive in a market dominated by traditional and very bureaucratic brands.**



**Gustavo Avalos**  
Channel Sales Manager at Nutanix

## Hybrid Workplace

Feedback from tools and enablement sessions showed that 90% of managers reported they feel confident they can set their team up for success in the hybrid environment. Employee survey results showed that at least 90% felt a hybrid workplace met their needs.

“**Office near the beach with great perks, great coffee and a great group of people. Solid communication with team members and flat hierarchy.**



**Gabriel Gironas**  
Talent Acquisition Intern at Nutanix

## Employee Development

Nutanix makes learning available and accessible to all employees. Employees engage in a number of developmental activities including compliance training as well as a range of instructor-led and digital learning activities provided by the company. We offer customized learning workshops for individual employees and groups, including sessions on emotional intelligence, DISC self-awareness sessions, team building, communication, and culture-specific workshops that address unconscious biases. Additionally, we hosted live meetings with authors and a Global Book Read with our President and CEO. In 2022, we built a strategy to attract talent, keep them engaged, and develop future leaders with a focus on equity. Executive coaching prepares our future leaders for critical roles across the company.

“**I've only been here for 8 months but I can feel that they're taking care of me and want me to succeed. My manager is pushing us to get technical certifications, all the time. So in my time, I've already gotten four!**



**Alberto Herranz**  
Customer Success Engineer at Nutanix

## Recognition Program

We spotlight employees on the [Life at Nutanix](#) blog, profiling their [insatiable hunger to drive success](#), lift the [voice of customers](#), and forge [compelling career paths](#). We know our employees are our greatest asset, and it's important we recognize one another for impactful contributions. All employees can send recognition awards to colleagues. Taking a moment to send thanks for an awesome project, impactful deliverable, or exemplifying the Nutanix values is part of our culture. As awards accumulate, employees can redeem them for items or experiences that hold meaning for them.

“ **Nutanix values their employees by providing recognition gifts and awards. They also care about the mental health and wellbeing of their employees, with the occasional wellbeing days off.**



**Beverley Obeng**  
Revenue Operations Intern at Nutanix

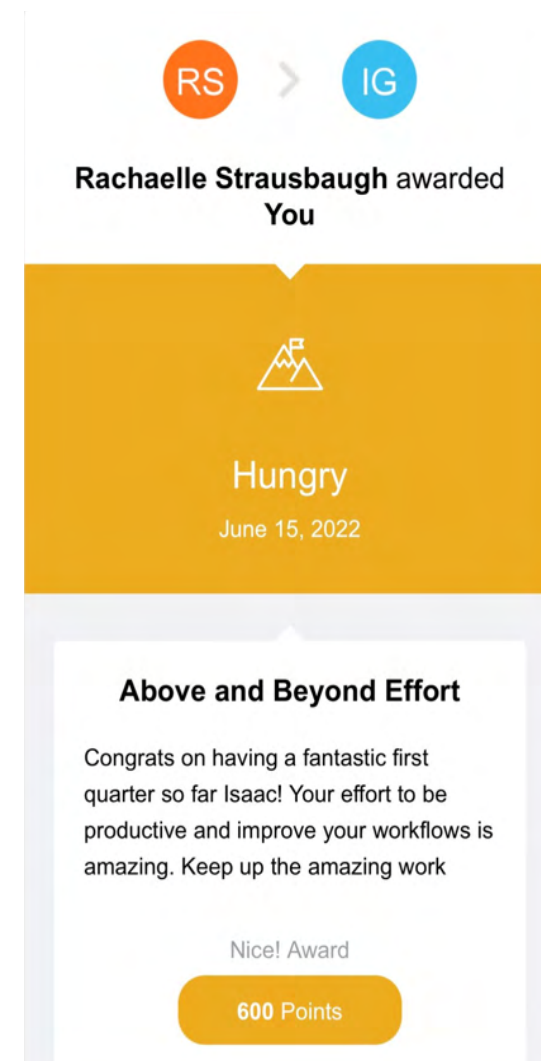
“ **It's the little recognition that matters!! This was the message that greeted me this morning. This is the type of leadership I thrive for!! Keep your employees happy and they'll go to battle for you, and say that from experience. Thank you Rachaelle Strausbaugh**

- 1. Positive feedback not just the negative**
- 2. Communication**
- 3. Follow up and check ins**

**Now I'm fired up once again, this how you keep the flame going!! #leadership #nutanix**



**Isaac Garcia**  
Sales Development Representative at Nutanix



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

## Focus Fridays

Globally, employees design their workweeks so Fridays are used for completing work independently without internal meetings, when possible.

# Social

## Diversity, Equity, Inclusion, and Belonging at Nutanix

DEIB at Nutanix is focused on attracting, developing, and retaining the best, most diverse, and highly productive talent by facilitating an exceptional employee experience. As a vital component of the Nutanix People Strategy, DEIB continues to be more deeply embedded into our culture. We recognize that an organization with a culture informed and infused by DEIB attracts more diverse and engaged employees. At Nutanix, this enables effective decision making processes, increased innovation in our products and services, greater customer satisfaction, and positive impact to our financial goals.



### Diversity

#### Representation

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



### Equity

#### Opportunity

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



### Inclusion

#### Safety

We ensure that every employee, customer, and partner is seen, valued, respected, and included for who they are. We build psychological safety into everything we do.



### Belonging

#### Connection

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

## Our Timeline



**DEI function established at Nutanix**



**Added “Belonging” to the charter to address the important need for employees to feel a sense of connection**



**Reimagined the DEIB strategy and created dedicated DEIB programming worldwide**



**At Nutanix, we prioritize diversity, equity, inclusion, and belonging (DEIB), and continually cultivate a culture that not only attracts diverse talent but also unleashes their full potential within an environment that is welcoming, psychologically safe, and inspiring for all.**



**Anja Hamilton**  
Chief People Officer at Nutanix

# DEIB: A Closer Look

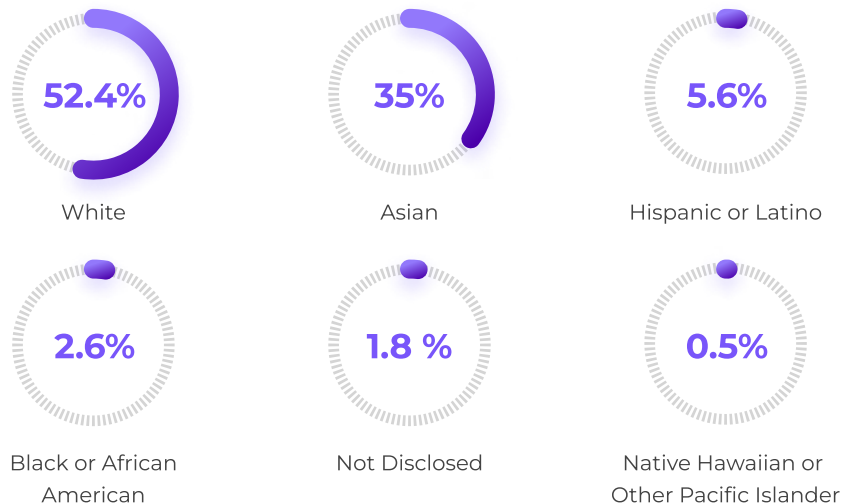
## Diversity

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

### Global Employee Population by Gender



### Percentage of US Employee Population



Between 2021-2022, female representation among Nutanix employees grew by one percentage point, stemming from our focus on interns and early-career talent.

In 2022, Nutanix employees promoted diversity through



#### Diversity Dialogues

More than 700 employees took advantage of a range of in-person and virtual programs, which explored how diversity and inclusion can be used to promote creativity and collaboration within our teams.



#### Allies in Action

A community of learners who are committed to listening and engaging in self-reflection so we can best advocate for marginalized groups. Activities include monthly group meetings, alerts when ally support is needed, quarterly chats, and more.



#### U.S. Department of Defense (DoD) SkillBridge

The DoD SkillBridge Program offers military service members the opportunity to gain valuable real-world civilian work experience through internships during their last 180 days of service.

“Through SkillBridge, I was able to leverage my 20 years of Air Force experience as a technical sales intern, which then allowed me to progress to a University Relations Recruiter for Systems Reliability Engineers at Nutanix.



**Aaron Simonds**

University Talent Acquisition Partner & Veteran SkillBridge Advisor at Nutanix



# Equity

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

## Nutanix promotes equity through practices, policies, and processes that include the following:



### Family forming and reproductive health (US)

Employees and their partners have access to a wide range of educational and support services, as well as specialists and free consultations about pregnancy, adoption, infertility, and much more.



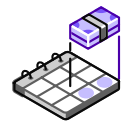
### Child development support (global)

Evidence-based tools, e-learning, parenting experts, and dedicated clinical behavioral support for parents, families, and neurodiverse individuals.



### Transgender health benefits (global)

Coverage for transgender employees and, in the US, gender affirmation care that aligns with the World Professional Association for Transgender Health (WPATH) guidance.



### Paid leave (global)

Nutanix offers various leave of absence options, including caring for a family member, serving in the military, and parental/baby bonding leave.



### Gender-neutral bathrooms (US & India)

We're proud to offer gender-neutral restrooms in our two largest employee centers.



“Equity is about recognizing that each individual's needs are different.”



**Terrace Ellis**

Sr. Director, Employee Relations at Nutanix

# Inclusion

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

## We promote inclusion through a range of activities, including:



### Listening Sessions

A quarterly opportunity for Nutanix employees to discuss equity and inclusion issues that impact their everyday lives.



### Promoting a culture of psychological safety

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



### DEIB micro-learning

The Nutanix Learning Academy offers a variety of bite-sized lessons that help equip employees with the skills they need to promote greater inclusivity, productivity, and collaboration within their teams.



**At Nutanix, we know that our ability to innovate and embody excellence in all that we do is fueled by our diverse workforce.**



**Rajiv Ramaswami**

President and CEO of Nutanix





# Belonging

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

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



## Join a L.I.F.E. group today!

All regular employees and interns are eligible and allies are encouraged to join.

**"I'm honored to be the executive sponsor of the LatinX L.I.F.E. group. So much of my own job satisfaction is about the connections I make with other people, something I appreciate even more in a hybrid work environment. I highly recommend joining a L.I.F.E. group as it's a great way to create and strengthen relationships in a truly meaningful way."**

**Jennifer Massaro (she/her)**  
VP, Corporate Communications,  
Executive Sponsor for LatinX



In 2022, more than 1200 employees across the globe counted themselves as members of at least one L.I.F.E. group. WebScale Women (WSW), now called Women of Nutanix, is our first employee resource group. Founded in 2014 to increase the visibility of women employees, this group provides general support, career development and hosts small group coaching sessions and external guest speakers.

Employees have opportunities to build a sense of belonging by participating in or attending community events. In 2022, we hosted a panel with Allies in Action and People First Alliance during Autism Awareness Month. The panel included Nutanix fathers to hold a candid conversation about parenting children with special needs.

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

**“ In my first week at Nutanix in 2018, I attended a WSW (Women of Nutanix) event and knew immediately I wanted to be involved with the group. WSW has given me opportunities to present, network with employees outside of my function, and have visibility at the executive level.**



**Sara Steffen**

Senior Director, Connected Customer Experience at Nutanix





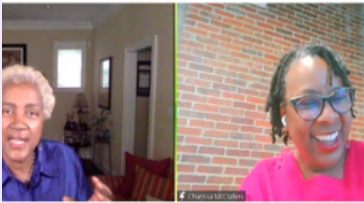
LatinX LIFE Group Celebrates Dia de Los Muertos (Day of the Dead)

“

I want to reach out to other individuals that have a similar history to mine. I think this sense of belonging is very important. Growing up, that was probably one of my biggest issues that I didn't notice until I was much older, is that I never really felt like I belonged.

**Arnie Gonzalez**

Member of LatinX L.I.F.E. Group  
 Senior Manager, WW Sales Support Shared Services at Nutanix





# Social Responsibility with .heart



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

## Social Impact Stats for 2022

**588**

Volunteers (U.S.)

**1940**

Volunteer hours

**\$200K**

Combined total of employee  
donations and corporate match

**675**

Nonprofit partners  
served/causes supported

## .Heart Community Impact

**5361**

Volunteers Hours for 2022

**543**

Nonprofits Served

**48**

Local Communities Served

**53,000 +**

Meals Donated to Food Banks  
in Our Communities

**\$238,950**

Donated in Employee and  
Corporate Dollars

## Matched Giving and Paid Time to Volunteer

The Nutanix culture is one of service and heart. Each fiscal year, we offer employees 32 hours of paid time off to volunteer during business hours. Our Dollars for Doers program allows employees to report their volunteer efforts so Nutanix can make financial donations to that organization on behalf of the employee, in accordance with the program's guidelines. Employee financial donations can be matched by Nutanix for up to \$100 each year per employee. These programs deepen the impact our people make to causes they care about.



I have the great privilege of leading .Heart initiatives in EMEA. Our .Heart campaigns help to bring our diverse teams together while raising awareness and contributing to amazing good causes in our community. I continue to be amazed by the creativity and generosity of our team.



**James Kenny**

Sr Director, Regional Sales UK at Nutanix



## Highlights from employee projects in 2022

### Nutanix Advancing Women in Technology Scholarship Program

Started in 2018, the Nutanix Advancing Women in Technology Scholarship Program has had a wide-reaching global impact. Nutanix pledges \$50K in scholarship awards each year and in 2022, awarded 12 scholarships to students who actively use their education and voice to help increase the representation of women in tech jobs around the world.

“It’s important to support education, the foundation of careers in technology, and the Nutanix Advancing Women in Technology Program has done that since 2018.



**George Davis**

Corporate Social Responsibility Manager at Nutanix

### Ukraine Crisis Support

In late February 2022, Nutanix created a [special matching campaign](#) where employee donations through [.Heart](#) could support the millions of people impacted by the conflict in Ukraine. This special campaign matched an additional \$500 to causes supporting Ukrainians through December 2022. This provided humanitarian relief in the region, offering medical services, food, water, and other essentials and help for children, including the basic necessities and psychological support. One employee gave a refugee family with two children food and housing in their home, and Nutanix donated two laptops to help the children continue their studies despite the major life change they were experiencing. In 2022, Nutanix employee donations and company matching funds amounted to nearly \$50,000 in support of Ukraine.

### Helping Battle Food Insecurity

More than 1 in 5 Australian children have experienced food insecurity in the last 12 months. In collaboration with [Eat Up Australia](#), an organization providing lunches for children across Australia, the Nutanix Sydney team made over 1000 lunches to feed their local community.

### Second Annual Great Nutanix Buzz Off

For the second year, a group of 12 employees (and some spouses) hosted the 2nd annual Great Nutanix Buzz Off. The event benefited the [St. Baldricks Foundation](#), an organization committed to supporting the most promising research to find cures for childhood cancers and give survivors long and healthy lives. The project raised \$20,000, pushing the two-year total beyond \$50,000 in support of this cause.

### The Junior Nutant Program

The Junior Nutant Program is an initiative to mentor students in India to help them excel academically and enable them to discover their path in life. The program introduced high-school students nominated by NGOs [Christel House](#) and [Nirman](#) to learn skills that will help them succeed academically and professionally, matching areas of student interest with Nutanix mentors. Students were paired with at least two Nutanix employees, who proved multiple perspectives to help students explore potential careers in technology. Paused during the COVID-19 pandemic, the program was revived in September to serve 21 high school-age students in 2022, through both virtual and in-person mentorship.



### Earth Day – The Canopy Project

In April 2022, Nutanix employees across the world put their voices and actions to work to support and promote investment in our planet. The company offered a range of campaigns and events throughout the week, including a joint effort with [The Canopy Project](#), which planted a tree every time a Nutanix employee donated a dollar. More than 400 trees were planted on behalf of generous Nutanix employees in 2022.



## Robotics with Quantum Quacks

FIRST Tech Challenge teams design, build, program, and operate robots to compete in head-to-head competitions. Nutanix sponsors team [Quantum Quacks](#), based in North Carolina. Comprised of middle and high school students from private, public, charter, and home schools, this team works with professionals from local companies to learn design, prototyping, electronics, programming, marketing, graphic design, leadership and teamwork skills.



“ We use robots to build skills. Very few of these students will become professional roboticists, but all of them will work with other people, all of them will work in groups, and all of them will take the troubleshooting and interactions that they learn here to be successful in their life.



**Alan Smith**

Director of Performance Engineering at Nutanix and Mentor of Quantum Quacks, a community-based FIRST Tech Challenge team of middle and high school students with the goal of designing, building, programming, and operating robots.

## Dartmoor Hike for UNICEF

Sixteen Nutanix volunteers hiked 26.2 miles in Dartmoor, England, to support two great causes, [UNICEF](#) and [The Royal Marines Charity](#). The walking was fast, the scenery was stunning, the weather stayed clear, and the party afterward made it all worthwhile. The team raised more than \$2,000 and had fun while doing it.

## Supporting Orphans in Mexico

Several years ago, Andrew Mills (pictured below), a State and Local Education Account Manager at Nutanix, started volunteering with [Create Purpose](#), a non-profit dedicated to helping orphan and vulnerable children in Mexico thrive through education, mentorship, and environmental programs. Mills spends time helping children there learn basic computer skills.



“ To be able to integrate what I do at work with Nutanix with my passion for charities like Create Purpose is just awesome. This company has afforded me the ability and confidence to really be myself and that's how you're going to be the best you. So let's use what we have at Nutanix as a platform to help people, to lift others up.

**Andrew Mills**

SLED Account Manager at Nutanix

# 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 and customers. We also aim to focus on developing policies and practices that not only help optimize our operations but also increase our stockholders' 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 selection 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 our employees, officers, and directors, including officers responsible for financial reporting.

## Corporate Governance Highlights

### 01 Board Composition

- 8 out of our 9 directors are independent
- 2 out of our 9 directors are women

### 02 Independent Chair of our Board

- We have an independent Chair of our Board

### 03 Independent Board Committees

- We have an Audit Committee, a Compensation Committee, and a Nominating and Corporate Governance Committee, each of which is composed entirely of independent directors
- In March 2022, our Board established the Security and Privacy Committee, which is composed entirely of independent directors, to assist our Board in its oversight of our management of technology and information security risks and compliance with data protection and privacy laws

### 04 Single Voting Class; One Share, One Vote

- In January 2022, we eliminated our dual-class stock structure resulting in a single class of common stock with equal voting rights
- Each share of our Class A common stock is entitled to one vote

### 05 Majority Voting Standard; Irrevocable Offer to Resign

- In October 2022, we introduced 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

### 06 No Supermajority Voting Requirements

- In December 2022, we revised our Amended and Restated Certificate of Incorporation to eliminate the supermajority voting requirements for stockholders when they want to amend our bylaws or remove directors for cause

### 07 Phase-in Declassification of the Board

- In December 2022, we revised our Amended and Restated Certificate of Incorporation so that our Board is fully declassified by the 2025 annual meeting of stockholders

### 08 Annual Board and Committee Self-Assessments

- Our Board and its committees conduct annual self-assessments

### 09 No “Poison Pill”

- We do not have a stockholder rights plan, or “poison pill,” in place

### 10 Annual Auditor Ratification

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

### 11 Executive Sessions

- Directors regularly hold executive sessions without management present

### 12 Stock Ownership Guidelines

- Directors are subject to stock ownership guidelines

## Current Composition of the Board and its Committees, as of July 31, 2023

	Audit Committee	Compensation Committee	Nominating and Corporate Governance Committee	Security and Privacy Committee
Craig Conway				
Max de Groen				
Virginia Gambale 				
Steve Gomo				
David Humphrey				
Rajiv Ramaswami				
Gayle Sheppard				
Brian Stevens				
Mark Templeton*				

\*Appointed to the Board on July 24, 2023

 Chair of the Board     Chair     Member


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### Learn More

-  [Governance Documents](#)
-  [2022 Proxy Statement](#)

