Citrix—Part of the Solution

What matters most? The answer depends on who you ask. For some, it might be finding more time to spend with loved ones, pursuing interests, or gaining life enriching experiences. For others, it may be to reduce our impact on the environment or to contribute to the betterment of society. Currently, the importance of protecting our families, those in the most vulnerable populations, and our broader communities has taken center stage.

The social, psychological, and economic impacts of COVID-19 are likely changing the ways in which we will live and work in the foreseeable future. It is in these challenging times that the culture and resilience of Citrix shines and the value of our solutions come into focus. During the early stages of the pandemic, business continuity quickly shot to the top of IT priority lists. Our teams worked day and night to meet the demands of our customers. Our solutions enable secure, remote work across any network, anywhere in the world. So, employees can be as productive at home as they are in the office.

Through this crisis, we are helping customers deploy our technology to enable mobile workers in some of the most critical areas—in hospitals to support the surge in usage, in universities so they can continue to educate, in global financial institutions to continue to support the broader economy, and in governments to help lawmakers guide their constituents.

Product and engineering teams can collaborate. Sales and account management teams can connect and service their customers. And finance, legal, and human resources groups can support the business all from their respective home offices, spare bedrooms, living rooms, and kitchen tables. This means people can better manage the added stress in their lives, such as those now trying to facilitate their children's distance learning programs when schools are closed while fulfilling their professional obligations. Our solutions are helping employees balance their myriad of professional and personal commitments.

There are few things more motivating than knowing that the work we are doing matters. This global pandemic has recast the ability to work remotely. What was once perceived as a requirement for a subset of an employee base is now a mission critical enabler of business continuity in the near-term and risk mitigation in the long-term.

Citrix—Supporting UN Sustainable Development Goals

We are proud to be part of the larger business continuity and risk mitigation discussion now and going forward. We are equally proud to enable customers to achieve their environmental and social responsibility objectives and to support nine of the UN Sustainable Development Goals.

Citrix Workspace can help decrease negative environmental impact in the following ways:

- **Enables the use of more energy efficient thin clients.** When organizations deploy Citrix Workspace and manage client devices to optimize for energy efficiency, they can, depending on the size of their employee base, dramatically decrease the greenhouse gas emissions (GHG) associated with client computing. For example, a desktop uses an average of 200 W/hour when in use. So, a computer that is on for eight hours a day uses almost 600 kWh and emits 175 kg of CO_2 per year. This compares to a laptop that uses between 50 and 100 W/hour or uses 150 to 300 kWh and emits between 44 and 88 kg of CO_2 per year.[1] Some of the most efficient thin clients, like Chromebooks, use ~20 W/hour.[2] In other words, Workspace makes it possible to reduce GHG emissions from employee computing considerably, assuming a fully equipped desktop deployment as a starting point.

- **Provides workforce mobility and decreases transportation related GHG emissions.** The ability for employees to work on any device, on any network, anywhere when paired with a supportive work from home policy decreases reliance on fossil fuels, lessens the burden of traffic, and decreases GHG emissions. To illustrate, emissions from transportation account for 14 percent of global GHG and 30 percent of GHG in the United States. In the U.S., transportation is the largest contributor to GHG emissions with 70 percent of Americans getting to work by private car. Work from home employees in the U.S. avoid emitting 3.6M tons of commuting related GHGs, which is the equivalent of 91 million trees planted.

1. https://www.energuide.be/en/questions-answers/how-much-power-does-a-computer-use-and-how-much-co2-does-that-represent/54/.

2. https://www.digitaltrends.com/laptop-reviews/acer-c7-chromebook-review/

11 SUSTAINABLE CITIES AND COMMUNITIES

- **Re-thinking the real estate footprint.** Over time, as more companies adopt policies that encourage employees to work from home, it could decrease physical office space requirements. In recent years, while the global energy intensity per building has improved, the number of buildings is increasing, up more than 2 percent annually. Without action at scale, carbon emissions related to buildings is expected to double by 2050.

These are the ways in which our solutions help our large enterprise customers that span every industry across the world support the UN Sustainable Development Goals of climate action, improving life on land, and building sustainable cities and communities.

As a company headquartered on the Florida coast, we are keenly aware of the consequences of climate change, and we are committed to decreasing our environmental impact. We are in the process of evaluating systems to help us to better collect and track our environmental impact related data and regularly report the data externally. In the meantime, we are committed to continuing to support our ongoing efforts to decrease our carbon footprint.

Some of things we are doing to minimize our impact on the environment include:

- Consolidating engineering labs

- Allocating resources for automation to turn devices on and off

- Considering the environmental impact of assets in the procurement of IT assets

- Working with green companies that ensure that IT asset components are recycled

- Reducing and/or removing single-use plastics in our cafes and break rooms

- Providing EV charging stations at our Fort Lauderdale, Raleigh, and Santa Clara offices

- Installing LED fixtures as part of our new build and construction projects

- Maximizing natural light and utilizing solar panels, LED lighting, optimizing HVAC and lab equipment for minimal power use and utilizing photovoltaic electricity and thermal solar when possible

- Eliminating the majority of bottled water from offices and using biodegradable, recyclable, and/or reusable products

- Following LEED (Leadership in Energy and Environmental Design) principles in our offices

Citrix Workspace can help address social and economic inequities and support stronger, healthier communities. It enables employers around the world, across every industry, to expand the aperture of recruiting and retention efforts. By enabling remote work, companies can increasingly offer employment opportunities across urban, suburban, and rural locations. This expansion means that economic opportunities are not limited to developed countries and can accelerate opportunities in developing regions of the world. These opportunities can reach beyond traditional talent pools to those who may not be able to work traditional 9-to-5 jobs or may require accommodations due to other limitations or life circumstances. The downstream effect of this inherent broadening of economic opportunity and improved availability of quality employment can help to decrease poverty and hunger domestically and abroad.

At Citrix, **gender and under-represented minority pay equity** is a topic we have long been working on and are committed to ensuring that there is no gap within our own company. In 2019, we retained Affirmity to conduct a global pay equity study to evaluate the size and/or significance of disparities in earnings by gender globally and by ethnicity, specifically under-represented minorities, in the United States. Base pay and total pay were examined using the following groupings for comparison: job profile, years of service, average performance across the last two years, location and salary grade. Globally, a total of 156 job families were analyzed, of which 154 job families had no statistical significance in pay differences. Regarding data analyzed for under-represented minority groups in the United States and gender globally, we found less than 0.5 percent potential issues, down from 0.9 percent in the prior year. During our 2020 compensation planning cycle, potential issues were analyzed to identify other potential explanations for disparities and all appropriate remediation has been completed as necessary. Annually, we expect to continue to engage an independent pay equity study firm prior to compensation planning so that we can continue to monitor, identify root causes, and consider appropriate remediation as necessary.

We view the importance of **Diversity, Inclusion & Belonging** in the same light—our solutions create a better way to work and embrace the power of human difference. Here at Citrix, our diverse workforce spans multiple generations, and lives and operates in more than 40 countries. In 2019, we launched "Cultivating a Culture of Belonging," a learning series to share to best practices and offer support as we champion inclusiveness and belonging. Through this program, employees are learning how our identities inform our perspectives and how to incorporate other points of view. The program helps employees identify how to encourage an inclusive work environment, how to uncover unconscious biases that can result in prejudice and stereotypes in the workplace, and which factors contribute to
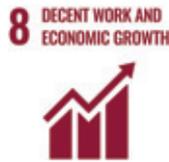
successfully fostering diversity in the workplace. In 2020, we are working to expand this training globally.

We celebrate diversity through our **Employee Resource Groups** (ERGs), that support underrepresented groups of employees and build "safe spaces" for members, educate allies, and attract and retain talent. ERGs are an important component of our Diversity, Inclusion & Belonging efforts, addressing topics like career development, mentoring, advocacy, networking, and other areas of focus for ERG members. In addition, ERGs benefit Citrix by connecting us around the globe, improving our workforce representation, and providing awareness and feedback that make us better as a company and a steward in the communities we serve. Citrix has the following ERGs:

· Women's Inspirational Network (WIN)—Women

· Pride Alliance—LGBTQ+

· Black Professionals Network (BPN)—Employees of African descent

· Latino Professionals Group (LPG)—Employees of Latino descent

· Citrix Emerge—Employees emerging in careers

· Citrix Enabled—Disabilities, neurodiversity, and mental health

· Military Veterans—Military veterans and military families

· Foster Family & Adoption Group—Support for adoption and/or fostering children

· Parent & Caregivers—Caregivers of children and parents

· Asian and Pacific Islanders—Employees of Asian and Pacific Islander descent

We are proud to have been named to the 2019 Disability Equality Index (DEI)® Best Places to Work for Disability. Considerations for this include:

· Company-wide written statement of commitment to Diversity & Inclusion specifically mentioning disability displayed on our webpage

· Senior Executive who is internally known as being a person with a disability

· Great benefits that include an Employee Assistance Program (EAP) and health insurance plans that offer disability and mental health benefits above and beyond what is required by law

· Supplier diversity program specifically focused on buying from suppliers that are owned by people with a disability or disabled veterans

· Officially recognized disability-focused Employee Resource Group (ERG)

8 DECENT WORK AND ECONOMIC GROWTH

Our most recent celebration of Black History Month exemplifies the power of ERGs in attracting, retaining, and developing under-represented groups at Citrix. Our Black Professionals Network was able to engage nearly 800 attendees across ten events and registered 30 new members

Awards and Partners

For 2020, we have joined the Inclusion Works program at Disablity:IN, connecting with its 49 member companies committed to creating an inclusive culture for people of diverse abilities, including physical disabilities, neurodiversity, and mental health in the workplace. We are in the process of developing a roadmap to improve our accessibility and broaden our inclusion of employees with disabilities.

Similarly, our veteran engagement is strong with our active Military Veterans ERG, focused on:

- Helping current members of the military succeed in technology careers following military service

- Giving back to the military community by supporting organizations such as the USO and Wounded Warrior Project
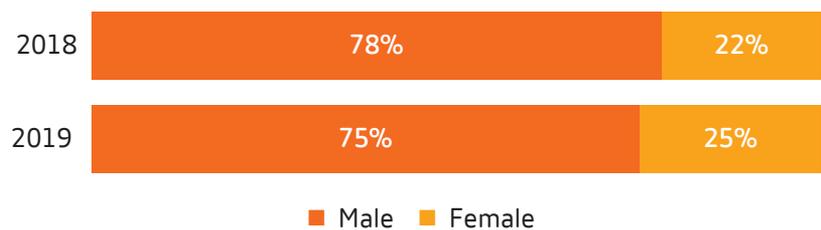
In 2019 Citrix made Veterans Day an observed U.S. holiday to remember the sacrifices made by those who have served and continue to serve. In August of 2019, Citrix was honored by the Department of Defense for support of Military Reservists with a Patriot Award from their Employer Support of the Guard and Reserve (ESGR) program. Our wide range of measures including flexible schedules, time off prior to and after deployment, caring for families, and granting leaves were cited as reasons for the honor. Additionally, we are piloting a program that connects veterans who are candidates for open positions at Citrix with members of our ERG to offer coaching and assistance in translating their military experience into business terms. We have also created a toolkit for hiring managers that assists them with interviewing veterans and evaluating their unique skill set.

We are expanding our external reporting to cover the overall employee population, people managers, and leadership levels. We are also including more detail for underrepresented minorities in the United States. While there is still work to be done, we have increased the number of female leaders by growing the diversity of our external networks and conducting targeted outreach for key positions. Looking ahead, we will continue to focus on expanding our presence at diversity recruiting events, embedding bias mitigations tools into our hiring process, and working closely with our diversity and inclusion partners to increase outreach.
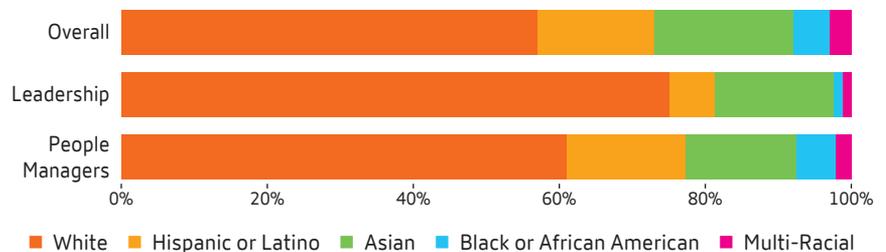
2019 Global Gender Headcount—Overall and People Managers

Overall	74%	26%
People Managers	69%	31%

■ Male ■ Female
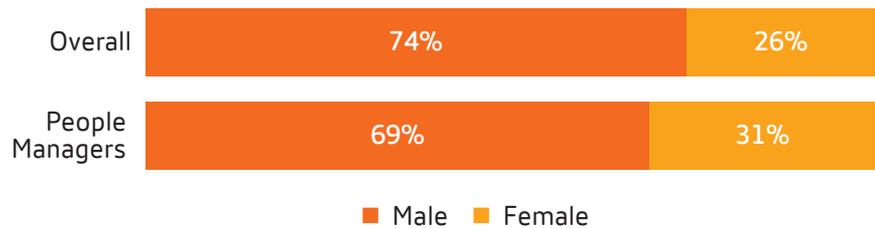
2018 and 2019 Global Gender Headcount—Leadership

2018	78%	22%
2019	75%	25%

■ Male ■ Female

2019 U.S. Race and Ethnicity Headcount—Overall, Leadership, and People Managers

0%   20%   40%   60%   80%   100%

■ White ■ Hispanic or Latino ■ Asian ■ Black or African American ■ Multi-Racial

Leadership represents VP levels and above

Our commitment to Diversity, Inclusion & Belonging extends down through our supplier base. **Supplier Diversity** at Citrix identifies and promotes the equitable inclusion of diverse third-party suppliers within all of our business operations. Our goal is to include at least one qualified diverse supplier for each of our purchasing opportunities, when diverse suppliers exist within the category. We track our spend with existing diverse suppliers and provide tier two reporting to our customers when requested. Through the partnerships with our Corporate Diversity Councils: Disability:IN, National Gay Lesbian Chamber of Commerce (NGLCC), National Minority Supplier Development Council (NMSDC), and Women Business Enterprise National Council (WBENC), we are able to identify suppliers in each of these diversity categories. In 2019, we hosted an Interactive Supplier Diversity Fair where 22 diverse suppliers, 5 Supplier Diversity Advocacy organizations, and Citrix employees across various departments convened to discuss how diverse suppliers can gain business opportunities and/or expand existing relationships with Citrix.

The theme of diversity extends to our **Corporate Citizenship** philosophy as well. Like the diversity across our employee base, our Corporate Citizenship efforts are broad and reflect the individual and collective interests and passions of our employee base. Our program is based on volunteerism through Simply Serve and financial donations through Simply Give. In 2019, 3,134 employees participated in Corporate Citizenship activities benefitting 1,179 charities across 40 countries.

- Simply Serve: Citrix employees receive 16 hours of paid volunteer time each year with three additional volunteer days available to be used to support disaster relief volunteer efforts. In response to COVID-19, we are identifying opportunities for employees to virtually volunteer.
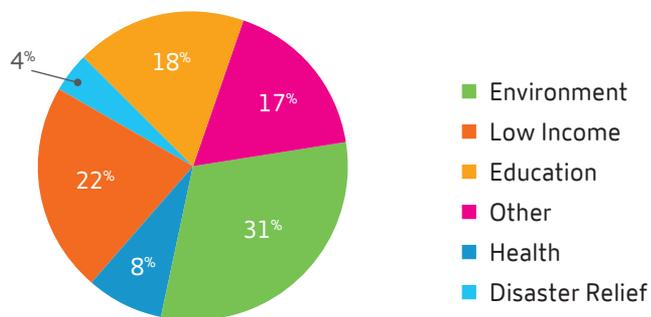
2,672
VOLUNTEERS

5,672
DOLLARS FOR DOERS HOURS

39,735*
VOLUNTEER HOURS

*UP 6 PERCENT FROM 2018

Where we volunteer

- Environment
- Low Income
- Education
- Other
- Health
- Disaster Relief

- Simply Give: Citrix matches donations up to $2,000 USD per employee per year to qualifying nonprofits. Through the Dollars for Doers program, employees can volunteer their own time and earn Cause Cards to donate to their favorite nonprofits. In 2020, we are doubling this to $4,000 USD per employee to support COVID-19 relief and recovery efforts. Additionally, we have set up a COVID-19 Relief and Recovery Fund to assist the most vulnerable populations impacted by the pandemic.
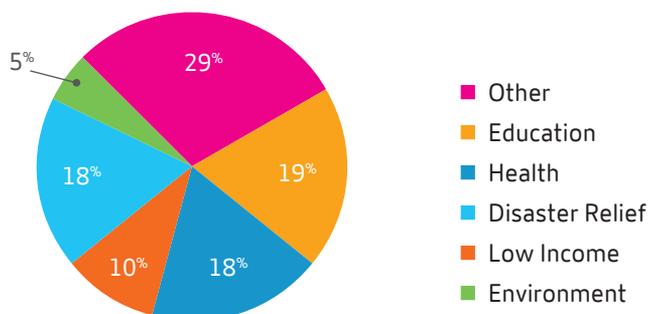
$2,096,382*
TOTAL COMMUNITY INVESTMENT

$679,042
EMPLOYEE DONATIONS (MATCHED BY CITRIX)

$52,363
IN DISASTER RELIEF AID (KERALA FLOODS, PULWAMA MARTYR'S, GILROY SHOOTING)

*UP 10 PERCENT FROM 2018

Where we donate

- Other
- Education
- Health
- Disaster Relief
- Low Income
- Environment

Citrix believes in supporting the health and well-being of employees by taking a holistic view of what it means to lead a healthy and balanced life. We provide our employees with programs and services to help them reach goals from exercising regularly and eating healthy, contributing to their community, balancing work and family, to taking charge of their financial health. Last year more than 300 Citrix parents and partners took advantage of our global 18-week paid parental leave for the birth, adoption, and care for new family members, and more than 8,000 employees worldwide created a visible movement about ending the stigma of mental health. From our Green Ribbon campaign in honor of Mental Health Awareness month, our World Mental Health Day helping to raise awareness of suicide prevention, and global mindfulness sessions, to employees sharing individual experiences on Citrix's intranet, employees globally started a conversation about mental health awareness and support. Onsite and virtual Health Expos in various countries provided free health checks to more than 1,400 employees and supported local running, cycling, and walking events to promote a healthy lifestyle.

The solutions that we create for customers, the way in which we value and manage our employees, and the support we give to our communities all reflect our priority of supporting UN Sustainable Development Goal #3— Promoting Good Health and Well-Being. Citrix Workspace helps the world socially distance during pandemics, and during times of normalcy, it protects one of employees' scarcest resources—time. In the hours and minutes that they would otherwise commute to and from the office, hunt for relevant documents, log into a myriad of applications, or perform menial tasks, they can instead dedicate that time to meaningful work, healthy activities, or spending time with family and friends—all of which support physical, mental, and emotional health.

Governance

Oversight of our Environmental, Social, and Governance (ESG) - related disclosures is provided by the Nominating and Corporate Governance Committee of Citrix's Board of Directors with the Compensation Committee providing oversight of our gender pay equity and diversity, inclusion and belonging metrics and performance. At the board level, diversity is a top priority. When nominating new directors, our board considers diverse talent, experience, and skills along with personal characteristics such as gender, race, ethnicity and culture. In terms of board independence, currently we have eight independent board members who meet regularly without management presence. The board conducts an annual self-assessment and evaluation focused on structure, process and culture. Citrix's compliance policies and guidelines include, among others: corporate governance

guidelines, code of business conduct, anti-bribery, anti-harassment, anti-discrimination, data privacy, global trade, conflict minerals, and information security.

Citrix is wholly committed to improving transparency and external disclosures related to ESG measures. While the acquisition of some data will require infrastructure investments and take more time, we are making progress and will continue to work towards improving the quantity and quality of our disclosures in the future.
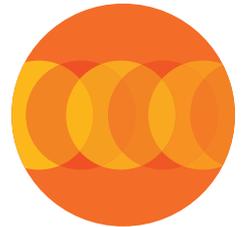
Courage
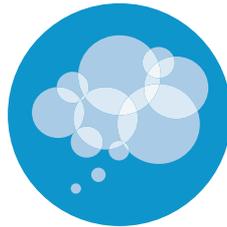We dream big, and we are bold and selfless in pursuit of those dreams.
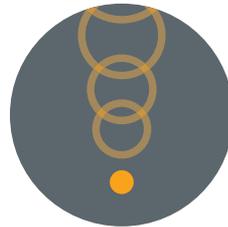
Integrity
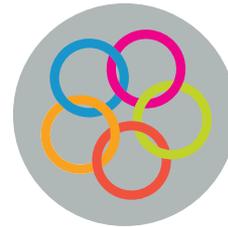We act with honesty and hold each other accountable.

Unity
We collaborate and win together.

Curiosity
We are continuously innovating, learning and improving.

Respect
We are open, inclusive and empathetic.