CITRIX®

Supporting our Communities

Corporate Citizenship

Year in Review

Corporate Citizenship at Citrix

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 on their own time and earn Cause Cards to donate to their favorite nonprofits.

Simply Serve

Employees receive 16 hours of paid volunteer time each year. The Global Day of Impact campaign kicks off every April, encouraging employees to team up and support causes they care about. Three additional volunteer days may be used to support disaster relief volunteer efforts.

2018

Integrity

We act with honesty and hold each other accountable

Respect

We are open, inclusive and empathetic

Curiosity

We are continuously innovating, learning and improving

Courage

We dream big, and we are bold and selfless in pursuit of those dreams

Unity

We collaborate and win together

Citrix technology empowers organizations and people to unlock innovation and enable the extraordinary—anywhere, on any device, over any cloud or network. Everyday, Citrix employees strive to make work seamless and simple for millions of people, and that vision extends into the company culture, fostering collaboration within the Citrix workforce and focusing on giving back to local communities.

In 2018, Citrix made an impact across the globe, partnering with hundreds of nonprofits and schools. Specifically, employees drove initiatives focused on K-12 STEM education, nurturing future coders, mentoring underserved communities, supporting families in need, and decreasing their carbon footprint. These efforts were then propelled by leadership support, corporate grants, and employee ambassadors.

Citrix employees around the world are making a difference in ways that are most meaningful to them, supporting the communities and people where they live and work.

"At Citrix, we pride ourselves in living our values every day. This includes being good stewards in our global communities and always finding opportunities to help build a better world. I believe that doing good is contagious and it feels great to be a part of a company that is committed to doing what's right."
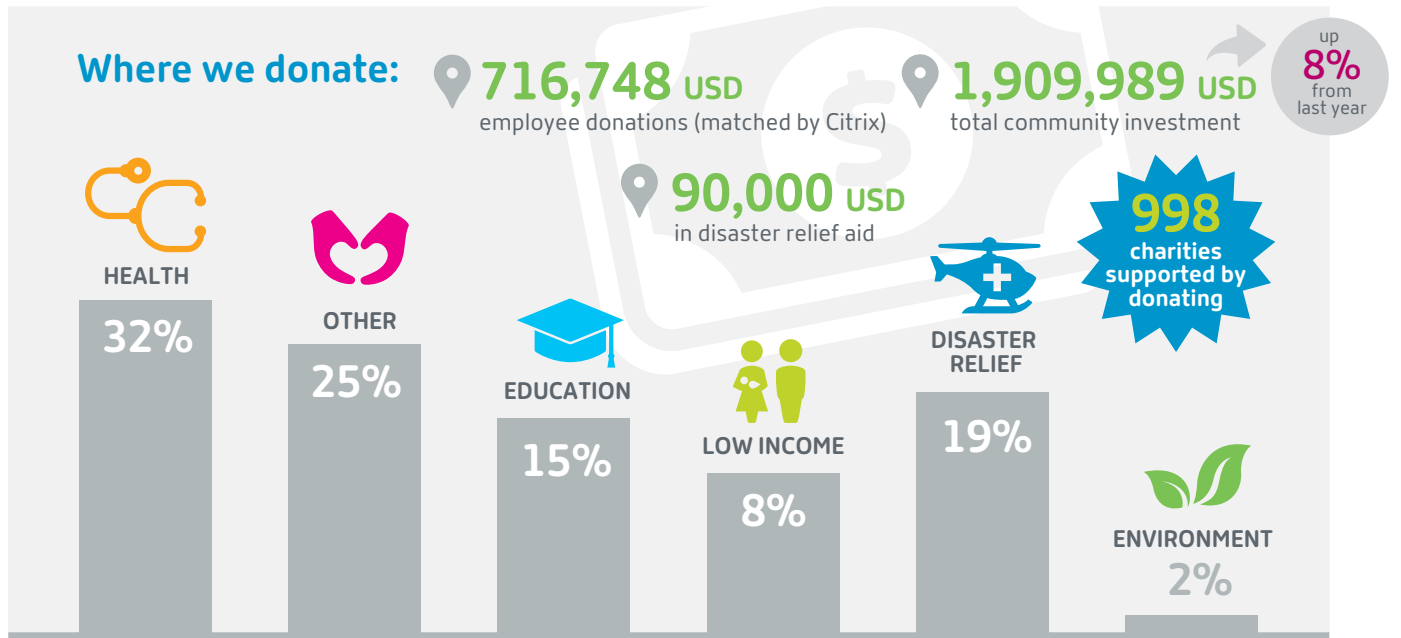
— **Donna Kimmel,**
   Executive Vice President and Chief People Officer

Total Community Investment

2018
Year in Review

up **9%** from last year

3,868 employees engaged

2,559 volunteered

1,309 donated

up **10%** from last year

70 offices

40 countries

1,245 charities served

Simply Give

Where we donate:

716,748 **USD**
employee donations (matched by Citrix)

1,909,989 **USD**
total community investment

up **8%** from last year

90,000 **USD**
in disaster relief aid

998 charities supported by donating

HEALTH
32%

OTHER
25%

EDUCATION
15%

LOW INCOME
8%

DISASTER RELIEF
19%

ENVIRONMENT
2%

Simply Serve

Where we volunteer:

2,559 people volunteered

5,148 personal volunteer hours

37,609 volunteer hours

up **24%** from last year

22% LOW INCOME

16% EDUCATION

24% ENVIRONMENT

6% HEALTH

22% OTHER

11% DISASTER RELIEF

335 charities supported by volunteering

Sustainability

Since installing the Electric Vehicle charging stations in Fort Lauderdale, Raleigh, and Santa Clara, this is what we've offset:

222,615 kg of greenhouse gas emissions

=

the equivalent of planting **6,671** trees and letting them grow for 10 years

at Citrix India

80% renewable energy, using wind and solar in the Bangalore Dynasty office

48% reduction in food waste across two offices in Bangalore
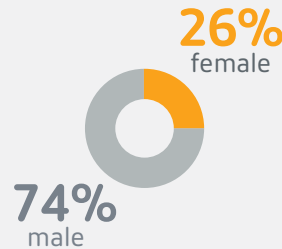
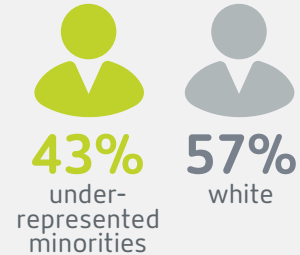**50%** reduction in water usage

In Fort Lauderdale, nearly 100% of the power needed to charge electric vehicles is generated from solar energy.
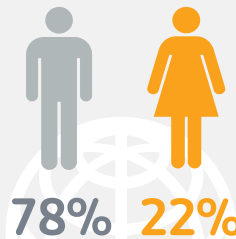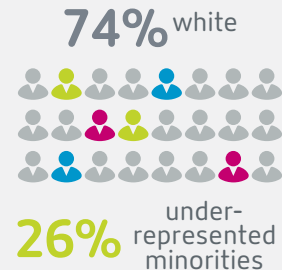
Diversity

overall gender diversity

26% female

74% male

U.S. race and ethnicity

43% under-represented minorities

57% white

executive gender diversity

78%   **22%**

U.S. executive ethnicity

74% white

26% under-represented minorities

Empowering the workforce of the future

We partner with nonprofit organizations who empower and inspire today's youth to pursue careers in STEM education. By hosting career days in our offices, teaching coding classes, mentoring, and even collecting and distributing much-needed school supplies, we aim to ignite a passion for the world of technology.

Nanjing, China

Books and supplies were donated to the Central Primary School in Sun's Village Town. Employees delivered the donated goods, building bridges between students and Citrix.

Santa Clara, USA

25 middle school students toured the Santa Clara campus and received career advice from local employees. They learned about a variety of careers in technology, including a crash course in animation on an iPad from Product Design Manager, Sonny Chhen.

Chalfont, UK

For the third year in a row the Chalfont team hosted a group of students for International Information and Communications Technology (ICT) Day. Students were broken into groups to put their speed, design, and teamwork skills to the test. They created a structure that protects an egg out of various craft materials. Then, teams raced against the clock in the network challenge to connect a mouse, keyboard, and network cables to a computer system. After some practice, setup times dropped from three minutes to just 30 seconds!

Fort Lauderdale, USA

33 students from Olympic Heights High School in Boca Raton, FL, spent the day working with our engineers, doing white boarding exercises to solve coding problems, as well as participating in a speed mentoring session. These students are involved in the Engineering Academy at their school and have been taking computer science classes since 10th grade.

"You have truly impacted the lives of our students by opening your doors and allowing them to take a peek into what is possible for them."
–Nirmala Arunachalam (Ms. Nimmi), Teacher, Olympic Heights High School

Bangalore, India

There are a significant number of children in India that are struggling to have a successful school experience because they don't have educational basics like notebooks, uniforms, shoes, pens, pencils, etc. Citrix employees drove 300 miles and visited schools located in remote villages, distributing notebooks and basic stationery supplies to nearly 1,030 children from 12 schools.

Toronto, Canada

hErVOLUTION is a Toronto-based, nonprofit organization dedicated to providing mentorship and training to young women from underserved communities, with the goal of increasing their representation in STEM fields. Citrix sponsored the STEMingUP Program, a three-year initiative that introduces young women aged 14 to 17 to design thinking, coding, app building, front/back end developing, prototyping, analytical thinking, and business and leadership skills. During the month of June, Citrix Canada hosted a few STEMingUP sessions at the Markham office, and Michael Murphy, former AVP & Country Manager, talked to the participants about how to improve their presentation skills.

Partnering to support the community

Raising Money for STEM Education

In partnership with the nonprofit Think Together, 934 conference attendees assembled 1,000 STEM education kits at our annual Synergy conference. These kits were used in the Think Together summer and after school programs that promote critical thinking, data collection, and basic engineering principles.

In addition to the 1,000 STEM kits, conference attendees and Citrix employees, in-person and virtually, were encouraged to share their stories on social media using #CitrixSynergy. Every time they did, we donated one U.S. dollar to support STEM education. By the end of the conference, 52,314 USD was raised and donated to Think Together and Girls Who Code.

By connecting students and Synergy attendees to the future of work, we hope to inspire generations to create future technologists.

Battle Bots Competition

The 2nd Annual Battle Bots competition was another huge hit. 32 high school students from the Los Angeles Unified School District got to dream a little and see what the future of work could look like for them. The students built, programmed, and battled their very own robots. After a heated, single elimination tournament, Team Myth was crowned the 2018 Battle Bots Champs.

"I don't know who is more excited, the students or the volunteers, but it's so great for these kids to see how excited the adults are, and that it's cool to work in technology."

– Gloria Alday, Volunteer, Think Together

Inspiring the coders of tomorrow

For the second year, Citrix sponsored the Girls Who Code Summer Immersion Program. Girls Who Code has a single mission — to close the gender gap in technology. And six years into their existence they have reached almost 90,000 girls in all 50 states in the United States. At the Citrix Summit, 15,000 USD was raised by employees and partners and donated to Girls Who Code. With the support of Citrix for this notable cause, 20 girls graduated from the program and showcased the apps and websites they created for their final projects.

In honor of the International Day of the Girl (Thursday, October 11), Citrix announced an expanded partnership with Girls Who Code. In addition to our continued sponsorship of the Summer Immersion Program, which provides life-changing, intensive computer science education, mentorship, and career exposure to girls between 13-17 years old, we are a founding partner of the College Loop program. This is the first in-person program for Girls Who Code college students, which seeks to sustain girls' interests in computer science by helping them build a sisterhood of supportive peers, and exposing them to role models and careers in technology.

"I would like to thank the Citrix team for everything that you guys have done for Girls Who Code. It has truly been a unique experience that I will remember until the end of my days."

– Roshell Almonte, Girls Who Code participant

Serving our global communities

Employees from around the world join together during the annual Global Day of Impact campaign to truly make change happen in the communities where we live and work.

Mentoring Tomorrow's Leaders, Chalfont, United Kingdom

Chalfont employees developed a partnership with The Prince's Trust, a charity that believes in young people who often lack confidence in themselves. The Trust seeks out young people age 14-30 that need our help the most – young people who struggle at school, who are in or leaving care, are unemployed, or have been in trouble with the law. UK employees committed to raising much-needed funds for the Million Makers Club and used their volunteer time to support World at Work, where students come into the Citrix office to develop personal and business skills.

Cheering up Children in Need San Jose, Costa Rica

Employees collected 250 toys for children in need from Arturo Morales School. They played games with the children, handed out toys, and even got to meet Santa Clause, disguised as a Citrite!

Building a Helping Hand, Sydney, Australia

Helping Hands is an organization that has made a team building program out of assembling prosthetic hands to distribute to people who have lost limbs around the world. Australia and New Zealand (ANZ) employees organized teams of four to five, focused on assembling a prosthetic hand. While the assembly was not complicated, each employee had to wear a "stubbie," a sock-like garment, that simulated only having use of one hand. Assembly took approximately 1.5 to 2 hours. Volunteers developed an emotional connection to the exercise, knowing that their product was going to change someone's life. We had emotions ranging from tears to cheers. This is a true testament to what giving back to the community feels like.

Feeding Local Laborers to Celebrate Ramadan, Dubai, United Arab Emirates

During the holy month of Ramadan, in addition to prayer and fasting, employees from the Middle East and North Africa (MENA) teams used this time to help those that are less fortunate. They prepared, packed, and distributed 2,500 meals for laborers at the Citrix Dubai campus.

"The team really lived our Citrix core values by demonstrating curiosity and courage in trying to find a new way to support a noble cause, unity by coming together to work toward one mission, and respect for each other's cultures and beliefs."

– Taj El Khayat, Regional Sales Director, Citrix

Creating a better way to work through the power of human difference

At Citrix, Diversity, Inclusion and Belonging is about creating a better way to work through the power of human difference. We're continually working to create an environment of belonging, where we all feel that we fit in, can take risks, and are empowered to contribute to the business as ourselves.

Our diverse workforce spans multiple generations, speaks more than 35 languages, and lives and operates in more than 40 countries.

Over the past year, we focused on enhancing our Diversity, Inclusion and Belonging program and tailored it to Citrix, our people, our values, and our culture. We have worked hand-in-hand with our employees to create a program that demonstrates our commitment to making Citrix the workplace for all.

"Diversity and inclusion is not just a set of events or a check-the box-exercise for Citrix. It's ingrained in who we are and the way we work every day."

— David Henshall, President and CEO, Citrix

Celebrating our employees

Employee Resource Groups (ERGs) at Citrix help our people make connections at work and share what they have in common with others. Each ERG supports an underrepresented group of employees to build "safe spaces" that support members, educate allies, and attract and retain diverse talent.

Shown here, top row, left to right: Adoption and Foster Care, Pride Alliance (PRIDE)
Bottom row, left to right: Black Professionals Network (BPN), Latino Professionals Network (LPN), Women's Inspirational Network (WIN)
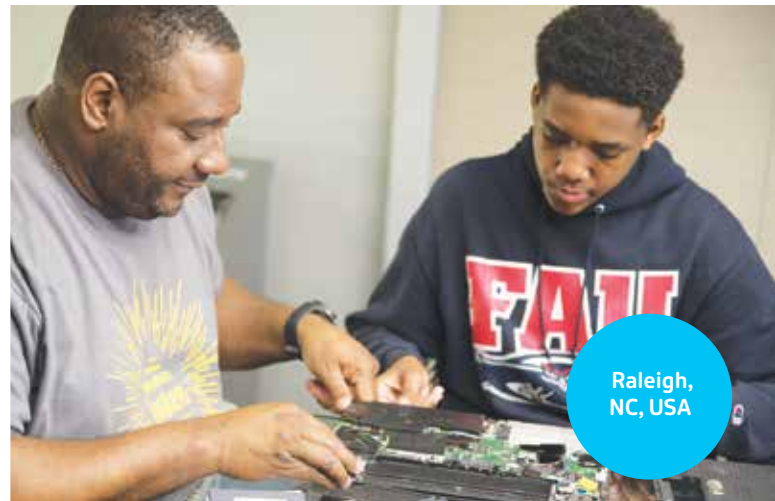

"Without the support of Citrix and community-minded organizations like Citrix, Women In Distress would not be able to serve the more than 3,000 survivors a year that come through our doors. Last fiscal year, Citrix provided survivors of domestic violence and their children with 50 shelter nights and other critical services such as therapy, counseling, financial and legal assistance that empower survivors to make the transition to a life free from abuse."

— Mary Riedel, President & CEO, Women in Distress

Inspiring our own youth

Bring Your Child to Work Day is a fun way to give employees' sons and daughters a glimpse of the working world. Exposing girls and boys to what a parent or mentor in their lives does during the work day is important. But showing them the value of their education and helping them discover the power of unlimited possibilities, gives them an opportunity to share how they envision the future. Employee volunteers work tirelessly to host hundreds of employee's children every year in our larger office locations.

Bangalore, India

Fort Lauderdale, FL, USA

Dublin, Ireland

Raleigh, NC, USA

Craig Stilwell – LLS

Citrix has been working to put an end to blood cancers for over a decade, engaging with the Leukemia and Lymphoma Society (LLS) and their Light the Night event. Over the last 12 months, Citrix raised over 250,000 USD through employee donations, company matching, and fundraisers like the Dunkapalooza (pictured below).

Craig Stilwell, Senior Vice President, Worldwide Partner Sales, is personally connected to this mission because his grandmother suffered with Lymphoma. Through regular treatments, she was actually able to beat the disease and live a long, healthy life, passing away at the age of 90.

It's an unfortunate fact that many of us know someone who has been touched by cancer – a family member, a loved one, or ourselves. One of the reasons Craig is so passionate about LLS in particular is because research for blood cancers tends to move faster than research for other cancers; plus, that research

eventually helps our understanding of all cancers. Your blood is simply more accessible than a tumor. In fact, 40% of all cancer drugs approved by the FDA were first approved to treat blood cancers. And 60% of all of these approved drugs were funded by LLS.

This organization does a tremendous amount of good for the people they serve and they are making real progress in the fight against cancer. For Craig, Citrix, and LLS, beating cancer is in our blood.

Raising funds for those in need

Pink is everyone's color

Offices in Dublin, Raleigh, and Fort Lauderdale promoted Pinktober, raising awareness and funds to support local cancer support organizations. From selling pink ribbons and cupcakes to assembling cancer care kits for women undergoing chemotherapy, employees celebrated survivors and cheered on those most in need.

Techies Take to the Streets

In July, a group of Dublin employees joined over 1,500 members of the Irish business and technology community to compete in Techies4Temple Street. Employees organized fundraising events, including a raffle, bake sale, FIFA World Cup Xbox competition, and cycle-thon, raising close to 10,000 USD. In addition to raising funds, two teams of seven people spent the day competing against other techies from local companies, answering clues and questions, and performing challenges around Dublin.

Creating a Mo'ment During Movember

Our team in Raleigh kept the mo'mentum alive by raising over 6,000 USD to support men's health awareness. Movember aims to change the face of men's health by growing mustaches that can spark a conversation, reminding men to prioritize their health.

Shaving in Service of Others

Would you shave your head for a good cause? Five employees in Sydney accepted the challenge, including HR Manager, Parul Batra, who utilized the Citrix matching donation program and raised 6,600 USD for her head of hair! It all went to a great cause, supporting the Leukemia Foundation of Australia. To make the event even more fun, they broadcasted the big shave across offices in Australia and New Zealand (ANZ) using GoToMeeting and even had a Slack channel trivia challenge during the event.

Joining a Movement

#GivingTuesday is a trend that started a few years ago to balance the shopping frenzy following the Thanksgiving holiday in the United States. This year we promoted the recently increased employee donation matching program and in a single day, employees donated over 40,000 USD to 80 charities around the globe!

The best thing about Citrix's volunteering activity is that it is so seriously and sincerely carried out and not just for photo-op's sake. And we have seen this commitment in each and every employee who comes there — in little things like trying to stay longer during closing time — so that they can finish some more work. It's really a joy doing these events with the Citrix team due to their total participation and involvement!

— Usha S Shetty, Gramaantara Trust

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Lending a hand when it's needed most

At Citrix, we focus on helping our customers re-imagine how the future works. But there is no work without people, and when disasters strike, people need our support more than ever. We are proud to support our communities where we live and work, especially when they are most in need.

Flooding in Kerala, India

In August, Kerala, a southern state in India, experienced severe flooding displacing over 140,000 people and claiming 400 lives. Citrix India extended solidarity and support to the region by running a donation drive for much-needed household items and by raising funds. Hundreds of employees in the Bangalore office opted to donate a day's salary which was matched by Citrix for a total of 30,000 USD. The goods and the funds were donated to Goonj — a local nonprofit organization performing rehabilitative work for 45,000 families in 10 of the most severely affected districts in the region. The support of Citrix has gone toward 157 development activities from cleaning the debris and ponds to repairing roads and libraries.

Marjory Stoneman Douglas School Shooting

Disasters come in all shapes and sizes, and in February, disaster struck the Marjory Stoneman Douglas High School in Parkland, Florida, close to the Citrix headquarters. 17 students and staff members were killed when a gunman opened fire. Citrix responded with a 25,000 USD donation to aid the victims' families and employees raised 15,000 USD to support the cause. On March 14, one month after the shooting, employees in the Fort Lauderdale office honored the victims by participating in a 17 minute walk of silence.

California Wildfires

In November, California experienced the most destructive and deadliest wildfire on record. 85 lives were lost and 14,000 homes were burned. Citrix banded together to raise money for the victims with a 10,000 USD donation to the North Valley Community Foundation and employees raised 15,000 USD to support the cause.

"While the motto 'Citrix is How the Future Works' gets associated with the technology people use to improve their lives, this is a great example that the **How** is as much about **the culture** a company fosters. I know the communities across California appreciate our response. As a native of Chico, CA, I can't be prouder of our company."

– Joe Vaccaro, Vice President, Product Management, Citrix

Making an impact

Citrix sees record-breaking support for environmental causes and events across the globe.

2018 was an unforgettable year for environmental sustainability at Citrix. Many of our employees set a clear example with their peers and their communities by leading local initiatives like Earth Day, tree plantings, beach clean ups, and more. Numerous employees joined internal network groups where they focused on local environmental sustainability initiatives and partnered with Real Estate & Facilities to raise awareness and deliver results. Together, they prioritized initiatives like increasing access to renewable energy, clearing waterways and beaches, increasing recycling by removing desk-side waste bins, and removing excessive single-use plastics from our sites. These Citrites share a passion and believe that dedication to continuous improvement is vital for achieving a healthy and sustainable environment.

Fort Lauderdale celebrated Earth Day, Carnival-style, and achieved the highest proceeds to date, all of which were donated to local qualifying 501(c)(3) nonprofits. In India, our teams achieved incredible results by turning ordinary business requirements into extraordinary, sustainable programs. In 2018, these teams planted and provided over 1600 saplings, decreased site energy consumption, drove 90% of remaining consumed energy consumed to renewable resources, introduced new electric vehicles into their fleet, and joined Fort Lauderdale and Raleigh in the removal of desk-side waste bins. In recognition of their efforts, the Bangalore team received the National Award on Energy Efficient Units by the Confederation of Indian Industry, and the Innovation and Technology Award from the Infrastructure, Facility, Human Resources & Realty Association (INFHRA) Facility Management Excellence Conference.

It is important for us to recognize and applaud socially responsible companies like Citrix, both to encourage their work and to show other organizations how they can successfully incorporate positive change and social good into their mission. Citrix is one of the most progressive and impactful for-profits contributing to positive social change.

–Saranya S Hedge, Mahila Dakshata Samiti

It takes a village

More than 70 Community Ambassadors from around the world lead Corporate Citizenship programs in their local offices. They plan projects, recruit volunteers, and provide employees with rewarding volunteer experiences. All of the great work featured in this brochure is a result of their unwavering dedication to supporting their communities and engaging their fellow employees in making change happen.

For questions or comments, email *corporatecitizenship@citrix.com*.

Aayush Agarwal
Alisson Venegas
Ana Alfaro
Andrew Brennan
Anudeep Athlur
Babita Rihel
Benjamin Jolivet
Britney Mardany
Brittany Tatum
Carolina Murillo
   Rodrigues
Catalina Neagu
Cecilia Valente
Charles Johnson
Cristina Pardo
Cristina Perez
Effie Kirkou
Evelien Ter Hoeven
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