

Corporate Citizenship

YEAR IN REVIEW



Employees are the architects of the impact Citrix makes in communities around the world.

What Corporate Citizenship looks like at Citrix

Simply Serve

Employees receive 16 hours of paid volunteer time each year to support charitable organizations they care about.



Simply Give

Citrix will match employees' donations to qualifying nonprofits up to 1,000 USD per employee per year.



2015

was filled with stories of service

In these pages you'll see stories of the giving spirit that characterizes Citrix employees around the world as they support those in need in their communities. Partners and customers are increasingly joining these efforts, particularly at important events such as Citrix Summit, Synergy, and ServTech. On behalf of the Citrix Corporate Citizenship team, our employees, and our charitable partners, please enjoy these inspirational stories.



Sustainability

Employees lead environmental efforts at Citrix offices around the world.

Diversity and Inclusion

Citrix employees have a variety of backgrounds, perspectives, and beliefs. They contribute their experience and talent to a team united by a shared vision and core values.

Although this page is about the big picture, most of this Year in Review is an up-close look at some of the people and projects that, when combined, add up to a big impact. Look to these notes to zoom back out to the big picture of each of our stories.



Global Day of Impact in Seoul warms homes, hearts

After they put on aprons and gloves, nine employees in Seoul, Korea formed a human chain and began handing coal down the line. They delivered the coal, a less expensive energy source than gas, to low income senior citizens. They sweated as they lifted each heavy briquette, trailing coal dust as they went.

Citrix partnered with the nonprofit Coal Briquettes for Neighbors in Korea to ensure that these seniors would have fuel to heat their homes.



Teams raise funds to fight cancer

Pinktober

Employees from 19 offices around the world unleashed their creativity for women's health in October and raised 42,000 USD for 21 charities that are helping to stamp out women's cancers. Activities included pink yoga, bake sales, a creative showcase, packing cancer care kits for patients, runs, walks, and more!

November

November is Movember at Citrix, and 200 employees on 20 international teams grew moustaches or donated money to help prevent and treat men's cancers. This year, fundraising came in the form of mohawks, mo' kart races, and some of the best moustaches out there.



Executive's leadership helps drive community programs

Kim Hibler, Global Sales Vice President, sets an example. Giving back is not just part of her life, it's also part of business at Citrix. She incorporates charitable giving into her sales challenges and her leadership meetings. At times, sales employees can be heard talking about hitting their number, and they are referring to a fundraising goal—not just sales revenue.

As a result of Kim's leadership:

- Employees around the globe joined her in Pinktober initiatives, raising money to prevent and treat cancers.
- Citrix Women's Inspirational Network (WIN) was expanded. The group hosted mentoring events, mixers, and development opportunities—including a Q&A session with Citrix Board Member Nanci Caldwell.
- 8,000 USD was raised for Nepal earthquake relief efforts during a live auction at a sales leader meeting.
- Dublin's Techies for Temple Street fundraising campaign supporting a children's hospital surpassed all expectations.
- Employees joined her when she was running a 5K for charity, packing meals for the hungry, or assembling school kits for STEM education at corporate events like Summit and Synergy.



Enable America partnership helps people get back to work

Citrix partnered with Enable America, which aims to help eliminate the barriers to employment for disabled job seekers. At an Enable America workshop, Citrix employee Tamara Pearce taught attendees how to write a strong resume. Many of the students were veterans hoping to craft a resume that would get noticed in the civilian world.



Tim Haymon rides for 9th year to fight HIV/AIDS

Sometimes service comes in Spandex. Tim Haymon, Sr. Business Relationship Manager, biked 165 miles in two days, from Miami to Key West, Florida, as part of the SMART ride. The ride raises money to fight against HIV/AIDS.

Tim had no long-distance biking experience when he started. He joined the ride to support a cause that made a difference in his community, while challenging himself in a new way.

Over the past nine years, Tim has raised more than 80,000 USD for the SMART ride. "Citrix matching funds contributed to a majority of the money I raised because so many of my co-workers supported my fundraising efforts," Tim said. Seeing that employees cared about this cause, Citrix became a corporate sponsor in 2015.

Employees send relief to earthquake and flood victims

India Flood Relief

After monsoon rains battered the Coromandel Coast of Southern India, Citrix employees stepped up to help flood victims with donated goods and financial support. They set up donation stations at the offices in India, allowing them to collect and distribute 76 cartons of clothes, linens, food, and medicine. The supplies filled a truck.

Citrix also reached out to doctors to sponsor medical camps in particularly needy villages.

Local vice president and general manager, Rakesh Singh, started a voluntary fund that made it possible for employees to donate via payroll deduction. As a result, more than 300 employees donated over 17,000 USD to support disaster relief. "We want to do all we can to restore the flooded areas to normalcy," Rakesh said.



Nepal Earthquake Relief

When a 7.8 magnitude earthquake struck Nepal in April 2015, employees responded by raising 47,000 USD to support immediate relief efforts. Citrix matched these donations and partnered with the International Red Cross to provide 20 emergency shelters for families in need.



Total Community Investment

2015
Year in Review



Simply Give

Where we donate:



EDUCATION

36%



POOR

30%



HEALTH

17%



DISASTER RELIEF

8%



ANIMALS

4%



FOODBANKS (HUNGER)

4%



ENVIRONMENT

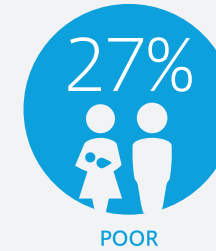
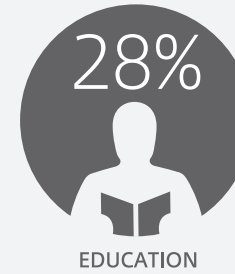
1%

458,000 USD
Employee donations (matched by Citrix)

1.5 million USD
Total community investment

Simply Serve

Where we volunteer:



25,434
Volunteer hours

Sustainability

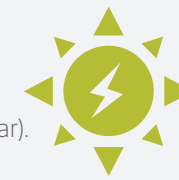


Travel Reduced

Miles decreased by 23% and Green House Gas for travel was reduced by 4% from 2014.

Solar Energy Produced

Citrix produced 31 MWH of energy from solar production (that's like powering 100 refrigerators for a year).



Gasoline Saved

Electric vehicles that were charged on-site by employees saved 27,929 gallons of gasoline (28 trips around the world by car).

Waste Diverted

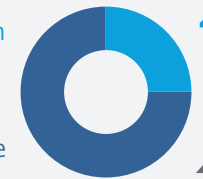
Landfill diversion of 63%, recycled 125 metric tons, and composted 125 metric tons.



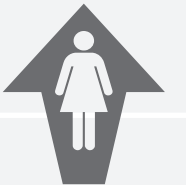
Diversity

Overall global gender distribution

75% male



25% female



7% increase

in female managers globally between 2014-2015 (19% in 2014 and 26% in 2015)

U.S. Race/Ethnicity

57% White

5% Black or African American

19% Asian

6% All Others

14% Hispanic or Latino



Bryan Ho sparks kids' interest in engineering

One of the best ways to learn how a computer works is to take one apart. Of course, most children are discouraged from doing this at home.

Citrix engineer Bryan Ho gave 10 kids a chance to take apart, and put back together, computers. He used some of his volunteer hours to team up with Kidz Engineering 101, a nonprofit in Santa Barbara, California, that teaches technology and engineering to children under 12 years old.

After their computer lesson and efforts to put their computers back together, the children faced their moment of truth: Would the computers turn on?

The children anxiously plugged in the computers...and they all worked! "My favorite part of the day was seeing the children's faces after the computers turned on," Bryan said. "They jumped with excitement and started high-fiving each other. They were so happy."



Global teams really do put the fun in **fund**raising



Headshots for a Cause Santa Clara, U.S.

Two employees used their volunteer hours to take portraits of colleagues who donated to the Leukemia & Lymphoma Society.



Dogs of Citrix Calendar Santa Barbara, U.S.

Employees created and sold a calendar starring their dogs and showcasing life in a Citrix office, to benefit three local dog welfare organizations.



Creative Showcase Fort Lauderdale, U.S.

Citrix celebrated the artistic talents of employees who showcased and sold their paintings, photography, and jewelry. The proceeds were donated to the Foundation for Women's Cancer.



Techies Compete for Temple Street Dublin, Ireland

Citrix employees hosted bake sales, duck races, and disco bingo to raise money for the Temple Street Children's Hospital. The donations they raised earned them an entry to a scavenger hunt-style competition with other technology companies in Dublin.



Run for Change Bangalore, India

Nearly 1,000 people joined the 5k and 10k runs to get active and raise money for Karunashraya and the Spastics Society of Karnataka.



Byte Night Cambridge, UK

11 employees slept on the street to raise awareness about homeless children. Citrix has been a part of the annual Byte Night fundraiser supporting Action for Children for 7 years.

Chalfont employees innovate with worms

Mark Jones, a technical manager on the facilities team, thought the food scraps from the Chalfont, UK, office could be used for something more. He started a wormery that now supports an entire vegetable and herb garden.

This is how it works: there's a set of boxes with about 300 worms. Employees give their food scraps to the worms, the worms eat the food scraps, and then they create liquid compost. The compost is used as fertilizer to grow fresh vegetables and herbs, such as pumpkins, squash, cucumbers, thyme, chives, and rosemary. Moneypenny, the office's café, uses the vegetables and herbs to make soups, salads, ratatouille, and other meals for employees at lunchtime. And then the cycle repeats itself.

This is just one of many employee-led sustainability efforts in the Chalfont office. Employees also installed energy-efficient LED lights and reduced toilet water usage with hippo bags, which generated considerable financial savings.



Laura de Caso y Basalo delivers smiles around the globe

Every other year, Laura de Caso y Basalo, Facilities & Real Estate Administrator in Schaffhausen, Switzerland travels to different countries around the world. But she's not taking vacations, she's volunteering with the nonprofit Smiles.

Laura teaches educational games to children with disabilities, takes care of orphan babies as young as six months old, organizes medical checkups for poor and malnourished families, and assists dentists who provide teeth cleanings and dental surgeries.

Seeing people who are poor, hungry, and neglected can be depressing, but that changes really quickly. "After we spent time with the children and families, and saw their faces light up with so much happiness, it fills you up," Laura said.

Since 2012, Laura has volunteered in India and South America. Next year, she'll serve in Thailand.

Meet the Service Officer Rock Stars

More than 90 Service Officers from around the world lead Corporate Citizenship programs. They plan service projects, recruit volunteers, and provide employees with rewarding and memorable volunteer experiences. These 9 service officers were honored as Rock Stars in 2015. Here are some of their most memorable service experiences:



Laura Vincent, Cambridge, UK

The craziest thing I've done to support a cause is spend the day visiting different businesses in the area in my pajamas to get them to sign up for Byte Night! Not many people can say they've stood in the middle of the Cambridge United Football Club pitch in their pajamas!



Geri Mooren, Dallas, Texas

While setting up to distribute turkeys with Seven Loaves Community, our job was to get the turkeys from the refrigerated trailer to the distribution areas. One of our team members, Will Crocker, came up with the idea of making a ramp from the back of the trailer to the bed of a pick-up truck. The frozen turkeys were rolled down that ramp into the truck. It looked like bowling with turkeys.



Cindy Zhu, Nanjing, China

One of my favorite volunteer activities was baking delicious cookies with other colleagues for the Amity Foundation, the largest charity organization in China.



Vanitha Pradeep, Bangalore, India

The craziest thing I've done to support a cause is go to every employee's cubical and encourage them to register for the Citrix Charity Run. I was literally chasing people to participate in the run.



Ramanjaeyulu Talla (YTR), Bangalore, India

My favorite volunteer activity was starting a library for rural undergraduate students with a very good collection of reference books—with the help of Citrix colleagues.



Nico Bruno, Schaffhausen, Switzerland

I have organized 3 volunteer activities in Switzerland with Nature Park Schaffhausen. Most of us in the office are not used to doing physical labor outside in nature, so I always find these kind of activities a very welcome change to our day-to-day work in front of computers. Last year, we helped protect over 300 different young fruit trees so they could survive the winter.



Guillaume Gesse, Paris, France

One of my favorite service activities is running with the Citrix France Team for the Chain of Hope Association at the 20k Paris race in October each year!



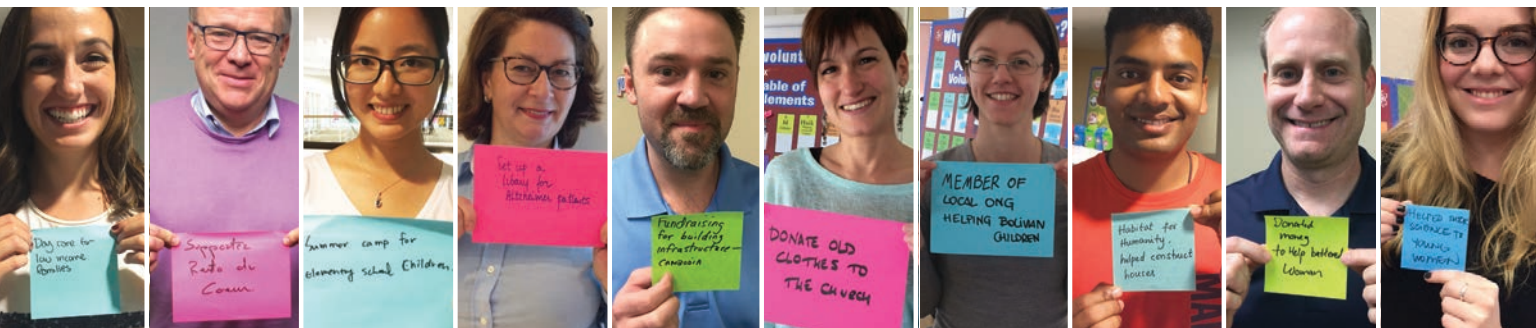
Alexandra Williams, Santa Barbara, California

I enjoy volunteer activities that take volunteers behind-the-scenes or to hard-to-reach places. When we helped Channel Islands Restoration remove invasive plants, I got to go to Anacapa Island and whale watch on the way there! As a volunteer, I've been behind the scenes at the Unity Shoppe, the Santa Barbara International Film Festival, the Foodbank of Santa Barbara County, and Peoples' Self Help Housing.

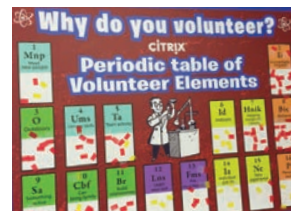


Issa Paez, Mississauga, Canada

I had the most fun wearing a pink wig—and seeing the men wear them, too—while running the 5k Run for the Cure event!



Employees shared the causes they care about through pop-up events. At these events, hosted in Citrix offices around the world, they told their stories of service in just six words and designed volunteer experiences through a periodic table of volunteer elements. While top causes varied by region and office location, one theme stood out: supporting education. That insight will help shape the future of Citrix community engagement.



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