

Citrix Systems, Inc.

Statements of Greenhouse Gas Emissions and Diversity and Inclusion

As of and for the year ended

December 31, 2019



KPMG LLP
345 Park Avenue
New York, NY 10154-0102

Independent Accountants' Review Report

The Board of Directors and Management
Citrix Systems, Inc.

We have reviewed the accompanying Statements of Greenhouse Gas Emissions and Diversity and Inclusion of Citrix Systems, Inc. (Citrix) as of and for the year ended December 31, 2019. Citrix management is responsible for preparing and presenting the Statements of Greenhouse Gas Emissions and Diversity and Inclusion in accordance with the criteria set forth in Note 2 (the Criteria). Our responsibility is to express a conclusion on the Statements of Greenhouse Gas Emissions and Diversity and Inclusion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Statements of Greenhouse Gas Emissions and Diversity and Inclusion in order for them to be in accordance with the Criteria. A review is substantially less in scope than an examination, the objective of which is to obtain reasonable assurance that the Statements of Greenhouse Gas Emissions and Diversity and Inclusion are in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. We believe that our review provides a reasonable basis for our conclusion.

The preparation of the Statements of Greenhouse Gas Emissions and Diversity and Inclusion requires management to interpret the criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect reported information. The selection of different but acceptable measurement techniques can result in materially different measurements. Different entities may make different but acceptable interpretations and determinations.

Based on our review, we are not aware of any material modifications that should be made to the Statements of Greenhouse Gas Emissions and Diversity and Inclusion as of and for the year ended December 31, 2019 in order for them to be in accordance with the criteria as set forth in Note 2.

KPMG LLP

New York City, New York
February 9, 2021

Citrix Systems, Inc.
For the year ended December 31, 2019

Statement of Greenhouse Gas Emissions

Greenhouse Gas Emissions by Scope	
	<i>Metric tons CO₂e</i>
Scope 1	2,736
Scope 2 – location-based (Note 4)	22,821
Scope 3 (Business travel; Employee commuting)	24,099
Total	49,656

The accompanying notes are an integral part of these statements

Citrix Systems, Inc.
As of December 31, 2019

Statement of Diversity and Inclusion

Diversity of People Managers, Leadership and Board of Directors (by gender)			
	<i>Gender</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>
People Managers	31%	69%	100%
Leadership	25%	75%	100%
Board of Directors	20%	80%	100%

Diversity of People Managers and Leadership (by race/ethnicity)						
	<i>Race/Ethnicity</i>					
	<i>White</i>	<i>Hispanic or Latino</i>	<i>Asian</i>	<i>Black or African American</i>	<i>Multicultural</i>	<i>Total</i>
People Managers	62%	16%	15%	5%	2%	100%
Leadership	76%	6%	16%	1%	1%	100%

Diversity of Workforce (by gender)			
	<i>Gender</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>
Total workforce	26%	74%	100%

Diversity of Workforce (by race/ethnicity)						
	<i>Race/Ethnicity</i>					
	<i>White</i>	<i>Hispanic or Latino</i>	<i>Asian</i>	<i>Black or African American</i>	<i>Multicultural</i>	<i>Total</i>
Total workforce	57%	16%	19%	5%	3%	100%

The accompanying notes are an integral part of these statements

Citrix Systems, Inc.
Notes to Statements of Greenhouse Gas Emissions and Diversity and Inclusion
December 31, 2019

Note 1: The Company

Organization

Citrix Systems, Inc. ("Citrix" or the "Company"), is a Delaware corporation incorporated on April 17, 1989. Citrix is an enterprise software company focused on helping customers improve the productivity and user experience of their most valuable assets, their employees. Citrix does this by creating a digital workspace that provides unified, secure, and reliable access to all applications and content employees need to be productive - anytime, anywhere, on any device.

Citrix aims to power a world where people, organization and things are securely connected and accessible. The Company helps customers reimagine the future of work by providing a comprehensive security digital workspace that unifies the apps, data and services people need to be productive, and simplifies the adoption and management complex cloud environments.

Citrix's technology supports the efforts of people and businesses to act more responsibility with regard to environmental sustainability. The Company's offices and facilities are designed to reduce energy consumption and waste, and its employees globally work to minimize their ecological footprint.

Basis of Presentation

The Statements of Greenhouse Gas ("GHG") Emissions and Diversity and Inclusion have been prepared based on a calendar reporting year that is the same as Citrix's financial reporting period. The Company has selected 2019 as its base year against which it will measure progress toward its greenhouse gas emission reduction goals.

Organizational Boundaries

Reported greenhouse gas metrics include emission and consumption data from eleven key Citrix sites (see Note 7) located in the United States, the United Kingdom and India under operational control of the Company as of December 31, 2019. Operational control is defined in the *World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition* (the "GHG Protocol").

Diversity and inclusion metrics include approximately 8,400 employees worldwide.

Estimation Uncertainties

Environmental and energy use data included in the Statement of GHG Emissions are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. Consumption data is based on raw data when available. When raw data is unavailable, the Company estimates consumption based on actual annual utilities costs and average consumption of comparable facilities.

Citrix Systems, Inc.
Notes to Statements of Greenhouse Gas Emissions and Diversity and Inclusion
December 31, 2019

Note 2: Criteria

The metrics in this report were prepared in accordance with the following criteria:

Impact Area and Referenced GRI Standard	Metric	Report Criteria
Emissions		
305-1	Direct (Scope 1) GHG emissions	Refer to Note 3: GHG Emissions Reporting Refer to Note 4: GHG Emissions by Country
305-2	Energy indirect (Scope 2) GHG emissions	
305-3	Other indirect (Scope 3) GHG emissions	
305-4	GHG Emissions Intensity	Total GHG emissions from direct (Scope 1) and energy indirect (Scope 2) from the eleven key Citrix sites (Note 7) as calculated per the criteria described in Note 3, divided by total net revenue (worldwide) for the year ended December 31, 2019
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	<p>Percentage of female and male serving on the Board of Directors as of December 31, 2019</p> <p>Percentage of People Managers and Leadership by self-declared gender and race/ethnicity as of December 31, 2019</p> <p>Percentage of total workforce by self-declared gender and race/ethnicity as of December 31, 2019</p> <ul style="list-style-type: none"> • 'People Managers' is defined as non-executive management • 'Leadership' is defined as VP roles and above

Note 3: GHG Emissions Reporting

All GHG emissions figures are presented in metric tons of carbon dioxide equivalents (CO₂e). The Statement of GHG Emissions include the following greenhouse gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFCs). Perfluorocarbons (PFCs), sulphur hexafluoride (SF₆), and nitrogen trifluoride (NF₃) emissions have been omitted as they are not material sources of greenhouse gases for the Company.

Scope 1 GHG emissions represent CO₂, CH₄, N₂O, and HFCs that occur from stationary fuel combustion and refrigerants used in equipment owned or controlled by Citrix.

Scope 2 GHG emissions include CO₂, CH₄, N₂O and represent the generation of purchased electricity consumed by Citrix.

Scope 3 GHG Emissions include CO₂, CH₄, N₂O from business travel & employee commuting only. Source data for air and train travel was compiled by CWT, Citrix's travel agency. Rental car data was provided by the Avis Budget Group. Hotel and taxi service are excluded from GHG emissions from business travel. For employee commuting, an average-data method was applied. Emissions from employee commuting was estimated based on an average of 18 miles commuting distance travelled by an average employee (excluding those who work remotely) per day, for an average 214 working days a year, with 76% of employees commuting to work by passenger car, 15% commuting by public transportation, and 9% by carpooling.

Citrix Systems, Inc.
Notes to Statements of Greenhouse Gas Emissions and Diversity and Inclusion
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Note 4: Emissions Factors

GHG Emissions Sources	Emissions Factor Source
Scope 1 GHG emissions – stationary fuel combustion	Title 40, Code of Federal Regulations from the US EPA – from EPA's Emission Factors Hub (March 2018) and Simplified GHG Emissions Calculator (Version 5)
Scope 1 GHG emissions – refrigerants	Fourth Assessment Report from the Intergovernmental Panel on Climate Change- from EPA's Emission Factors Hub (March 2018) and Simplified GHG Emissions Calculator (Version 5)
Scope 2 GHG emissions (location-based approach) – purchased electricity	US EPA Emissions & Generation Resource Integrated Database (eGRID) United Kingdom – Department for Environment, Food & Rural Affairs (DEFRA) Greenhouse Gas Reporting: Conversion Factors 2019 CO2 Baseline Database for the Indian Power Sector as of December 2019
Scope 2 GHG emissions (market-based approach) – purchased electricity	Adjusted emissions factors due to residual mix for facilities in North America are not available, which may result in double counting between electricity consumers. Location- based factors were applied to these facilities. A market-based factor was used for the India - Dynasty facility based on a Power Purchase Agreement (PPA). A residual mix factor was used for the UK – Chalfront facility, which was obtained from the Association of Issuing Bodies-European Residual Mixes 2019.
Scope 3 GHG emissions – air and train travel	EPA's Emission Factors Hub, March 2018 Air Travel factors from 2017 Guidelines to Defra/DECC's GHG Conversion Factors for Company Reporting, Version 1.0 August 2017. Fuel consumption data and passenger-miles data for rail are from Tables A.14 to A.16 and 9.10 to 9.12 of the Transportation Energy Data Book: Edition 35. Fuel consumption was converted to emissions by using fuel and electricity emission factors sourced from the Transportation Energy Data Book: Edition 35 from Oak Ridge National Laboratory for rail, and the 2017 Guidelines to DEFRA / DECC's GHG Conversion Factors for Company Reporting, published August 2017, from the UK Department of Business, Energy & Industrial Strategy for air travel. European emissions factors for rail are from the UK Department for Environment Food & Rural Affairs (DEFRA) 2019 Government Greenhouse Gas (GHG) Conversion Factors for Company Reporting
Scope 3 GHG emissions – rental car travel	CO2, CH4, and N2O emissions data for U.S. highway vehicles are from Table 2-13 of the Inventory of U.S. Greenhouse Gas Emissions and Sinks: 1990–2015. Vehicle-miles and passenger-miles data for highway vehicles are from Table VM-1 of the Federal Highway Administration Highway Statistics 2015. India emissions factors for highway vehicles comes from the Mobile Combustion GHG Emissions Calculation Tool Version 2.6 from the Greenhouse Gas Protocol
Scope 3 GHG emissions – employee commuting	EPA's Emission Factors Hub, March 2018

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Global Warming Potentials

GHG emissions were calculated using the Global Warming Potentials (GWP) from the *International Panel on Climate Change* Fourth Assessment Report (AR4-20 year).

Note 5 — GHG Emissions by Country (MT CO₂e)

Emissions by Country (Scope 1 and Scope 2 – location-based)			
<i>Country/Region</i>	<i>Scope 1</i>	<i>Scope 2</i>	<i>Total</i>
United States	2,224	12,045	14,269
India	429	10,733	11,162
United Kingdom	83	43	126
Total	2,736	22,821	25,557

Emissions by Country (Scope 1 and Scope 2 – market-based)			
<i>Country/Region</i>	<i>Scope 1</i>	<i>Scope 2</i>	<i>Total</i>
United States	2,224	12,045	14,269
India	429	3,877	4,306
United Kingdom	83	22	105
Total	2,736	15,944	18,680

Scope 2 emissions were calculated using location-based and market-based approach with different emissions factors (see Note 4). A location-based method reflects the average emissions intensity of grids on which energy consumption occurs. A market-based method reflects emissions from electricity that companies have purposefully chosen.

Note 6 — GHG Emissions (CO₂e) Intensity

The Company has selected total net revenue as the basis for its intensity calculation.

GHG Intensity	2019
Total Net Revenue Worldwide (\$ in Billion)	\$3.01
Total GHGs (Scope 1 and 2 MT CO ₂ e) from eleven key Citrix sites (Note 7)	25,557
GHG Intensity (MT CO ₂ e/Revenue)	0.000009

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Note 7 — Citrix Facilities

Citrix owned, leased and subleased office space of approximately 2 million square footage in the Americas, which is comprised of the United States, Canada and Latin America; EMEA, which is comprised of Europe, the Middle East and Africa, and APJ, which is comprised of Asia-Pacific and Japan. Greenhouse gas metrics include emission and consumption data from the following Citrix facilities, which are accounted for approximately 1.3 million square footage, or 65% of total owned, leased and subleased office space:

- Headquarters, Fort Lauderdale, FL, USA
- Raleigh, NC, USA
- Downers Grove Utilities, IL, USA
- Dallas Utilities, TX, US
- Portland, OR, USA
- Burlington, MA, USA
- Santa Barbara, CA, USA
- Santa Clara, CA, USA
- Chalfont Park, Chalfont St Peter, Gerrards Cross, United Kingdom
- Bangalore, India (Embassy Golf Links)
- Bangalore, India (Prestige Dynasty)

Other Citrix facilities in the following locations were excluded from the GHG emissions statement as data was unavailable for this reporting period. Those locations accounted for approximately 700 thousand square footage, or 35% of total owned, leased and subleased office space.