

**Citrix Systems, Inc.**

Statements of Greenhouse Gas Emissions and Diversity and Inclusion

As of and for the year ended

December 31, 2020

(With Independent Accountants' Review Report Thereon)



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, 2020. 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 about whether 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, 2020 in order for them to be in accordance with the criteria as set forth in Note 2.

**KPMG LLP**

New York City, New York  
September 28, 2021

**Citrix Systems, Inc.**  
**For the year ended December 31, 2020**

**Statement of Greenhouse Gas Emissions**

<b>Greenhouse Gas Emissions by Scope</b>	<b>Metric tons CO<sub>2</sub>e</b>
Scope 1	3,336
Scope 2 – location-based (Market-based: 12,618 metric tons CO <sub>2</sub> e)	18,082
Scope 3 (category 1, 2, 3, 6, 7, 9 and 11)	260,043
<b>Total</b>	<b>281,461</b>

The accompanying notes are an integral part of this statement.

**Citrix Systems, Inc.**  
**As of December 31, 2020**

**Statement of Diversity and Inclusion**

<b>Diversity of People Managers, Leadership and Board of Directors (by gender) - Worldwide</b>			
	Gender		
	Female	Male	Total
People Managers	29%	71%	100%
Leadership	25%	75%	100%
Board of Directors	18%	82%	100%

<b>Diversity of People Managers and Leadership (by race/ethnicity) – in the U.S.</b>						
	Race/Ethnicity					Total
	White	Hispanic or Latino	Asian	Black or African American	Multicultural and others	
People Managers	63%	14%	16%	4%	3%	100%
Leadership	70%	9%	20%	0%	1%	100%

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

<b>Diversity of Workforce (by race/ethnicity) – in the U.S.</b>						
	Race/Ethnicity					Total
	White	Hispanic or Latino	Asian	Black or African American	Multicultural and others	
Total workforce	56%	16%	19%	5%	4%	100%

The accompanying notes are an integral part of this statement

## **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, organizations 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 of complex cloud environments.

Citrix's technology supports the efforts of people and businesses to act more responsibly 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.

### **Organizational Boundaries**

Reported greenhouse gas metrics include emission and consumption data from all facilities located in the Americas, EMEA and APJ under operational control as of December 31, 2020. Americas is comprised of the United States, Canada and Latin America; EMEA is comprised of Europe, the Middle East and Africa, and APJ is comprised of Asia-Pacific and Japan. 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 9,000 employees worldwide, of which 4,000 employees are in the U.S.

### **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 actual data when available. When actual data is unavailable, the Company estimates consumption based on actual annual utilities costs and average consumption of comparable facilities.

**Note 2: Criteria**

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

<b>Impact Area and Referenced GRI Standard</b>	<b>Metric</b>	<b>Criteria</b>
<b>Emissions</b>		
305-1	Direct (Scope 1) GHG emissions	Refer to Note 3: GHG Emissions Reporting Refer to Note 4: GHG Emissions Factors Refer to Note 5: 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 indirect (Scope 2) sources (Note 7) as calculated per the criteria described in Note 3, divided by total net revenue (worldwide) for the year ended December 31, 2020
<b>Diversity and Equal Opportunity</b>		
405-1	Diversity of governance bodies and employees	<p>Percentage of People Managers, Leadership and Board of Directors by self-declared gender as of December 31, 2020 – worldwide</p> <p>Percentage of People Managers and Leadership by race/ethnicity as of December 31, 2020 – in the U.S.</p> <p>Percentage of total workforce by self-declared gender as of December 31, 2020 – worldwide</p> <p>Percentage of total workforce by race/ethnicity as of December 31, 2020 – in the U.S.</p> <ul style="list-style-type: none"> <li>• 'People Managers' is defined as non-executive management, excluding Leadership</li> <li>• 'Leadership' is defined as Vice President roles and above</li> </ul>

**Note 3: GHG Emissions Reporting**

All GHG emissions figures are presented in metric tons of carbon dioxide equivalents (CO<sub>2</sub>e). The Statement of GHG Emissions include the following greenhouse gases: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), and nitrous oxide (N<sub>2</sub>O). Hydrofluorocarbons (HFCs), pfluorocarbons (PFCs), sulphur hexafluoride (SF<sub>6</sub>), and nitrogen trifluoride (NF<sub>3</sub>) emissions have been omitted as they are not material sources of greenhouse gases for the Company.

Scope 1 GHG emissions represent CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O that occur from stationary fuel combustion used in equipment owned or controlled by Citrix, and mobile combustion in vehicles owned or controlled by Citrix. The Scope 1 GHG emissions were determined by using methods specified by the Environmental Protection Agency within Title 40, Chapter I, Subchapter C, Part 98, Subparts A, C and D of the Code of Federal Regulations. GHG emissions from co-located data centers are not included in Scope 1 inventory at this time.

Scope 2 GHG emissions include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and represent the generation of purchased electricity consumed by Citrix and are determined using the guidance of the GHG Protocol Scope 2 Guidance, an amendment to the GHG Protocol Corporate Standard, 2015.

Scope 3 GHG Emissions include CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O from the categories listed below and are determined using the guidance of the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, 2011:

— Category 1 Purchased Goods and Services

Spend-based method is applied. Emissions from goods and services purchased by Citrix are included in Category 1 - Purchased Goods and Services.

Procurement data for purchased goods and services is provided by the Citrix Purchasing Director for the year ended December 31, 2020. This information is transaction level and does not account for any potential adjustments or accruals that would otherwise be applicable under U.S. generally accepted accounting principles. Purchases are designated "OPEX" or "CAPEX", and this designation is used to separate reporting for category 1 (purchased goods and services) and category 2 (capital goods). Purchased goods and services are screened to exclude those captured in other reporting categories. In order to estimate emissions from purchased goods and services and capital goods, expenditures are classified by type and are mapped to U.S. EPA commodity emission factors. Commodity emission factors are used because Citrix categorizes by purchase, not by vendor. The top 97% of all procurement spend data is mapped to its relevant emission factor. Emissions for the commodity categories making up the bottom 3% of spend are estimated using the same average emissions rate per dollar as the top 97% of spending.

— Category 2 Capital Goods

Average spend-based method is applied. Emissions from the capital goods purchased by Citrix, including plant, equipment and other long-term assets in the reporting year are included in category 2 - capital goods.

— Category 3 Fuel and Energy Related Activities

Supplier-specific and average-data methods are applied. The fuel and energy-related activities (FERA) category includes upstream emissions not included in Scopes 1 or 2 from the production of fuels and the transportation and distribution (T&D) of electricity purchased and consumed by Citrix. The source data is the same fuel and electricity usage data used to calculate scope 1 and 2 emissions.

— Category 6 Business Travel

Distance-based methodology is applied. 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, Citrix's car rental provider. Hotel and taxi service are excluded from GHG emissions from business travel.

— Category 7 Employee commuting

Average-data method is applied. Emissions from employee commuting are 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 of 226 working days a year (excluding paid time off, sick days and holidays), with 82% of employees commuting to work by passenger car or taxi, 9% by carpooling, 6% commuting by public transportation, and 3% walking or biking.

The average commuting miles is estimated based on a study conducted in 2005 and a survey conducted in 2019 for commuting miles in the U.S. and UK, respectively. The average number of employees is estimated using data provided by the Human Resources department, detailing each employee's home office, and whether or not they work remotely. Commuting breakdown percentages are from the Brookings Research Institute Commuting Research based on the 2016 Census Data). The 6% commuting by public

transportation has been assumed to break down as 2.5% bus, 2% transit rail, and 1.5% commuter/light rail, based on U.S. DOT National transit statistics (DOT, 2014). For 2020, an adjustment was made to account for the fact that most offices were closed for the second, third, and fourth quarters of the year. Based on internal data, an estimate of 5% staffs continued to commute into the offices in second, third and fourth quarters of the year. All other assumptions (distance traveled, transport mode breakdown, and emissions factors for transport) remained constant.

— Category 9 Downstream Transport

Distance based method is applied. Shipping weight and destination country are provided by the Citrix Product team for all shipments of physical products. The origin is assumed to be the nearest factory to each destination country. The geographical midpoint of each country is used to estimate the distance from origin to destination. Based on these assumptions, tonne-kilometers are calculated. A blended emission factor is used based on US foreign trade average ton-miles by mode from the Bureau of Transportation Statistics (US DOT), 2014. Two adjustments are made to reach these ratios; first, shipping by pipeline and other/unknown methods are removed because they do not apply to the Citrix product portfolio, and second, air is adjusted upwards from 0.4% to 5% to achieve a conservative estimate for possible expedited shipping of Citrix products. The other modes are then proportionately adjusted to equal 100%. A blended emission factor is then created by multiplying the proportion each shipping mode is used by emission factor by for that mode.

— Category 11 Product Use

Emissions are calculated based on direct use from hardware products that directly consume energy during lifetime use of product and GHG released during lifetime use of product. Citrix hardware products, which primarily includes App Delivery and Security products such as Citrix ADC and Citrix SD-WAN, consume electricity when used by customers, and the usage of this electricity results in emissions. Typical watts usage per appliance are estimated at 60% of maximum watts per appliance by the Citrix product team. Appliances are assumed to run 24 hours a day, 365 days a year for an average product lifetime of seven years. Emissions factors for each shipping destination country are used.

**Note 4: GHG Emissions Factors**

Emissions Sources	Emissions Factor Source
Scope 1 – stationary fuel combustion and mobile combustion	<p>Title 40, Code of Federal Regulations from the US EPA – from EPA’s Emission Factors Hub (April 2021) and Simplified GHG Emissions Calculator (Version 5)</p> <p>UK Government GHG Conversion Factors for Company Reporting 2020</p>
Scope 2 location-based approach – purchased electricity	<p>Australia: Year 2018 factors, National Greenhouse Gas Accounts (NGA) Factors, October, 2020. "Table 44: Scope 2 and 3 emissions factors - consumption of purchased electricity by end users", EF for scope 2</p> <p>Brazil: Year 2019 factors from the Brazilian Ministry of Science, Technology, Innovation and Communication: Fator médio - Inventários corporativos</p> <p>Canada: "National Inventory Report 1990-2018", Annex 13. Year 2018 factors. From 2020 Release</p> <p>India: CO2 Baseline Database for the Indian Power Sector as of December 2019</p> <p>United States of America: US EPA Emissions &amp; Generation Resource Integrated Database (eGRID) released February 2020</p> <p>IEA 2011 factors</p>



	United Kingdom – Department for Environment, Food & Rural Affairs (DEFRA) Greenhouse Gas Reporting: Conversion Factors 2020
<b>Emissions Sources</b>	<b>Emissions Factor Source</b>
Scope 2 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 facility based on a Power Purchase Agreement (PPA).  A residual mix factor was used for the United Kingdom facility, which was obtained from the Association of Issuing Bodies-European Residual Mixes 2020.  Green-e 2021 Residual Mix
Scope 3, category 1 – purchased goods and services	U.S. EPA commodity emission factors  U.S. EPA Office of Research and Development, Supply Chain GHG Emission Factors for US Commodities (2020)
Scope 3, category 2 – capital goods	U.S. EPA commodity emission factors  U.S. EPA Office of Research and Development, Supply Chain GHG Emission Factors for US Commodities (2020)
Scope 3, category 3 – fuel and energy related activities	Argonne Labs 2020 Model (Version 1_2020, October 2020) and other emission factors used to calculate Scope 2 emissions
Scope 3, category 6 – business travel	EPA's Emission Factors Hub, April 2021  United Kingdom – Department for Environment, Food & Rural Affairs (DEFRA) Greenhouse Gas Reporting: Conversion Factors 2020
Scope 3, category 7 – employee commuting	EPA's Emission Factors Hub, April 2021  United Kingdom – Department for Environment, Food & Rural Affairs (DEFRA) Greenhouse Gas Reporting: Conversion Factors 2020
Scope 3, category 9 – downstream transport	UK Government GHG Conversion Factors for Company Reporting, 2020
Scope 3, category 11 – product use	EPA's Emission Factors Hub, April 2021 and other emission factors used to calculate Scope 2 emissions

## Global Warming Potentials

GHG emissions were calculated using the Global Warming Potentials (GWP) from the International Panel on Climate Change Fourth Assessment Report (AR4-100-year).

### Note 5 — Scope 3 GHG Emissions by Category

Scope 3 GHG emissions by category		Metric tons CO <sub>2</sub> e
1	Purchased Goods and Services	121,468
2	Capital Goods	6,513
3	Fuel and Energy Related Activities	5,498
6	Business Travel	7,801
7	Employee commuting	2,710
9	Downstream Transport	110
11	Product Use	115,943
	<b>Total Scope 3 GHG emissions</b>	<b>260,043</b>

### Note 6 — Scope 1 and Scope 2 GHG Emissions by Country (Metric Tons CO<sub>2</sub>e)

Country	Scope 1	Scope 2, location-based	Scope 2, market-based
Australia	23.88	179.45	179.45
Austria	24.17	4.25	10.75
Belgium	38.66	3.03	2.75
Brazil	7.66	6.24	6.24
Canada	6.59	2.09	2.09
Chile	0.24	1.15	1.15
China	180.15	1059.13	1059.13
Colombia	0.19	0.23	0.23
Costa Rica	57.95	40.09	40.09
Czech Republic	40.03	48.80	49.85
Denmark	6.92	11.83	18.74
Finland	1.68	3.49	5.33
France	214.14	9.75	8.15
Germany	309.76	70.42	106.35
Greece	28.96	686.89	627.81
Hong Kong	17.69	106.98	106.98
India	102.35	7906.39	2017.06
Indonesia	0.40	3.25	3.25
Ireland	23.16	277.90	410.08

Country	Scope 1	Scope 2, location-based	Scope 2, market-based
Italy	143.01	44.76	53.55
Japan	34.21	292.39	292.39
Malaysia	0.53	3.95	3.95
Mexico	0.15	0.72	0.72
Netherlands	125.16	22.92	29.96
Norway	7.37	1.03	22.04
Philippines	0.21	1.10	1.10
Poland	1.23	10.43	11.92
Puerto Rico	11.59	78.03	78.03
Republic of Korea	19.30	39.83	39.83
Russia	0.00	0.00	0.00
Saudi Arabia	1.14	9.32	9.32
Singapore	27.75	102.41	102.41
South Africa	4.77	34.83	34.83
Spain	147.65	15.22	23.28
Sweden	8.10	0.36	0.86
Switzerland	36.78	2.04	2.12
Taiwan	1.57	10.24	10.24
Thailand	0.35	1.97	1.97
Turkey	0.95	4.88	4.88
United Arab Emirates	6.75	45.67	45.67
United Kingdom	148.24	403.19	657.96
United States	1,524.49	6535.74	6535.74
<b>Total</b>	<b>3,335.88</b>	<b>18,082.39</b>	<b>12,618.25</b>

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 7 — GHG Emissions Intensity**

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

<b>GHG Emissions Intensity</b>	<b>2020</b>
Total Net Revenue (\$ in billions)	\$3.237
Total GHG emissions (Scope 1 and 2 location-based emissions in MT CO <sup>2</sup> e)	21,418
GHG Intensity (MT CO <sup>2</sup> e/Revenue)	0.00000662

**Note 8 — Citrix Facilities**

Citrix owns, leases and subleases approximately 2 million square footage of office space in the Americas, EMEA, and APJ regions. Greenhouse gas metrics include emissions and consumption data for all Citrix facilities and office space with either actual data (87% of square footage for electricity and 25% for heating) or estimated data. Currently excluded are co-located data centers.