

# NUTANIX<sup>®</sup>

## 2021 Benefits @ a Glance

[www.nutanixbenefits.com](http://www.nutanixbenefits.com)

### Benefits Eligibility

Regular **Full-Time** employees scheduled to work at least 30 hours per week are eligible for benefits on their date of hire. *Important* – enrollment with the carriers must first be completed in order to utilize the benefit plans.

### Medical

Nutanix pays 100% of medical plan premiums for you and your family - no payroll deductions! Plan options are designed to provide little to no out-of-pocket costs for covered health care services when you choose in-network providers. You pay the deductible and coinsurance under the United Healthcare POS Plan when you utilize out-of-network providers and services.

\*Kaiser participants have a Nutanix-funded HRA that reimburses up to the annual out-of-pocket maximum.

Medical Plans			
	United Healthcare POS (except HI*) **		Kaiser HMO (CA Only)
<b>Annual Deductible</b> (single/family)	\$0/\$0 in-network \$6,000/\$12,000 out-of-network		\$0/\$0 in-network
<b>Coinsurance</b>	0% in-network 40% out-of-network		Not applicable for most services
<b>Annual out-of-pocket Maximum</b> (single/family)	\$0/\$0 in-network \$10,000/\$20,000 out-of-network		\$1,500/\$3,000
<b>Office Visit</b>	0% in-network 40% out-of-network		\$20 copay (most primary care and specialist visits)
<b>Preventive Care</b>	\$0 in-network Not covered out-of-network		\$0
<b>Prescription</b>	In-Network	Out-of-Network	In-Network
Retail Pharmacy	31 day supply	31 day supply	30 day supply
• Generic	\$0 copay	\$10 copay***	\$10 copay
• Preferred Brand	\$0 copay	\$30 copay***	\$30 copay
• Higher-cost Brand	\$0 copay	\$50 copay***	\$30 copay
Mail Order Pharmacy	Up to a 90-day supply	Not Available	Mail-Order is usually two times the plan pharmacy cost sharing for up to a 100-day supply

\*Visit [www.nutanixbenefits.com](http://www.nutanixbenefits.com) for more information about the United Healthcare PPO Coverage in Hawaii.

\*\*Out-of-network benefits include employee cost-share. Providers may “balance bill” amounts above what is allowed by the plan.

**UHC Medical Services:** [www.welcometouhc.com/nutanix](http://www.welcometouhc.com/nutanix) 844-636-5296

**Kaiser:** [www.kp.org](http://www.kp.org) 800-464-4000

### Mental Wellness Support

Ginger provides on demand access to behavioral health coaching, video therapy, video psychiatry, and clinically validated content and activities.

**Ginger:** <https://www.ginger.io/>

## Dental

Nutanix pays for 100% of the dental plan for employees and their family – there are no payroll deductions!

Delta Dental PPO		
	In-Network	Out-of-Network*
<b>Deductible</b> (Single / Family)	\$0	\$0
<b>Preventive</b> Exams, cleanings, x-rays, sealants	100%	100%
<b>Basic Services</b> Fillings, simple extractions	100%	80%
<b>Endodontics</b> (root canals) Covered under Basic Services	100%	80%
<b>Periodontics</b> (gum treatment) Covered under Basic Services	100%	80%
<b>Oral Surgery</b> Covered under Basic Services	100%	80%
<b>Major Services</b> Crowns, inlays, onlays and cast restorations, bridges and dentures, implants	80%	50%
<b>Calendar Year Maximum</b>	\$2,000 per person each calendar year	
<b>Orthodontia</b>	50% of costs up to \$2,000 per member (lifetime max)	

\*Out-of-network & Premier Delta Dental dentists may “balance bill” amounts above what is allowed by the plan.

Delta Dental: [www.deltadentalins.com](http://www.deltadentalins.com) 800-765-6003

## Vision

Nutanix pays for 100% of the vision plan for employees and their family – there are no payroll deductions!

VSP Vision Plan		
	In-Network	Out-of-Network
<b>Eye Exam</b>	100% (every calendar year)	Up to \$45 (every calendar year)
<b>Corrective Lenses</b> • Single • Lined Bifocal • Lined Trifocal • Progressive	100% 100% 100% 100% (every calendar year)	Up to \$30 Up to \$50 Up to \$65 Up to \$50 (every calendar year)
<b>Frames</b>	Up to \$300, then 20% discount on balance (every calendar year)	Up to \$70 (every calendar year)
<b>Contact Lenses</b> (in lieu of glasses)	• Up to \$300 if elective • Covered in full if medically necessary (every calendar year)	• Up to \$105 is elective • Up to \$210 if medically necessary (every calendar year)

VSP: [www.vsp.com](http://www.vsp.com) 800-877-7195

## Health Advocate

Telephone resource that provides personalized support for a range of healthcare issues such as finding doctors and specialists in your area and schedule appointments and resolve claim issues.

Health Advocate: [www.healthadvocate.com/members](http://www.healthadvocate.com/members) 866-695-8622

## Flexible Spending Accounts (FSAs), Health Reimbursement Account (HRA) & Commuter Benefit Program (CBP)

Nutanix partners with HealthEquity to manage our Flexible Spending Accounts Kaiser HRA, and Commuter Benefit Program.

### Flexible Spending Account (FSA) Annual Contributions

- Healthcare: \$100 minimum; \$2,750 maximum pre-tax dollars
- Dependent Care: \$100 minimum; \$5,000 maximum pre-tax dollars

### Kaiser HRA

- Covers copays for hospital stays, doctor’s visits and prescriptions at 100% until you reach your annual out-of-pocket maximum (\$1,500 for individual coverage or \$3,000 for family coverage)

### Commuter Benefit Program (CBP) Monthly Contributions

- Transit Expenses: \$270 pre-tax dollars or Parking Expenses: \$270 pre-tax dollars

HealthEquity: <https://www.healthequity.com/> 877-924-3967

## Basic Life and AD&D

- Premiums are paid by Nutanix
- 3X your base annual earnings, up to \$1,000,000

## Voluntary Life and AD&D

Plans available to our employees, their spouse/domestic partner and child(ren)

- Employee: the lesser of \$1,000,000 or 6X your base annual earnings in \$10,000 increments
- Spouse/domestic partner: the lesser of \$500,000 or no more than the employee’s combined basic life and voluntary life insurance coverage in \$5,000 increments
- Child(ren): up to \$20,000 in \$2,000 increments

The Hartford: [www.thehartfordatwork.com](http://www.thehartfordatwork.com) 888-563-1124

## Disability Programs

The Hartford Disability Programs		
	Short Term Disability (STD)	Long Term Disability (LTD)
Who Pays	Nutanix	Nutanix
Benefits Provided	Up to 60% of your weekly base salary	Up to 60% of base monthly salary
Maximum Benefit Payable	Up to \$2,310 per week*	Up to \$10,000 per month
Maximum Benefit Duration	Up to 26 weeks while on an approved leave	Until you’re no longer disabled or you reach normal retirement age, whichever comes first

\*If you elect to pay taxes on the Nutanix paid STD premium (“imputed income”), STD benefits are tax-free. Otherwise, STD benefits are taxable.

The Hartford: [www.thehartfordatwork.com](http://www.thehartfordatwork.com) STD & LTD 800-549-6514

## Retirement Plan

The Nutanix, Inc. 401(k) Plan, administered by Fidelity, is available to our employees to help save for retirement savings.

- Regular Full-time employees at least 21 years old are immediately eligible to participate in the Plan
- You can contribute up to 100% of your pay, up to IRS plan limits in the Traditional (pre-tax) and/or Roth (post-tax) plans
- 2021 limits: \$19,500 per year and an additional \$6,500 for employees age 50 or older

Fidelity: [www.401k.com](http://www.401k.com) 800-835-5097

## Employee Stock Purchase Plan (ESPP)

Eligible employees can purchase shares of our Class A common stock through automatic payroll deductions

- Eligibility - Employees generally will be eligible to participate in the ESPP if employed by Nutanix and are scheduled to work for us for at least 20 hours per week and more than five months in any calendar year (meaning employees that are not short-term or seasonal employees)
- Enrollment - E\*TRADE enrollment periods open on or around March 1 and September 1 each year
- Limitations
  - Contributions –up to 15 percent of eligible compensation to purchase shares during each offering period (limits detailed in the Prospectus)
  - Share Limit – no more than 1,000 shares in each approximately 6-month purchase period
  - Other Limits – the right to buy shares under the ESPP may not accrue at a rate exceeding \$25,000 worth of shares per calendar year in which an offer is outstanding
- Purchase price - The purchase price will be the lesser of (a) 85 percent of the fair market value of our shares on the first trading day of the offering period, or (b) 85 percent of the fair market value of our shares on the last day of the applicable purchase period
- Withdrawal - Participants may withdraw from the ESPP at any time

Please read the *Nutanix, Inc. 2016 Employee Stock Purchase Plan* and related documents, which are available on the E\*TRADE enrollment site.

E\*Trade: [www.etrade.com](http://www.etrade.com) 800-838-0908

## Employee Assistance Program (EAP)

Nutanix provides a global EAP through Concern. This service is 100% free and fully confidential—and this benefit is available to employees and their families 24/7, 365 days a year.

Concern EAP: <https://www.concernhealth.com> (access code: nutanix) 800-344-4222

## Rethink

Rethink provides support to parents raising children with learning, behavioral challenges, or developmental disabilities. You have access to live tele-consultations with behavioral health experts who can answer questions and provide a wide range of resources including easy-to-follow videos, printable materials, and training.

Rethink: <http://rethinkbenefits.com/nutanix> (access code: nutanix) 800-714-9285

## Grokker

With over 4,000 fitness, nutrition, mindfulness, finance, and sleep videos, Grokker’s holistic program benefits employees of every age, fitness level, and body type.

Grokker: [www.grokker.com/Nutanix](http://www.grokker.com/Nutanix) (initially login via Okta)

## .Heart Programs

The Matching Program - Nutanix offers \$100 USD in matching funds towards your favorite charitable organization(s).

The Dollars for Doers Program - When you volunteer your time, Nutanix will donate \$10 for every hour you work, up to \$100 to the organization.

VTO Program (Volunteer Time off) - Offering 20 volunteer hours per year, to give back to your community.

.Heart Programs: <https://nutanix.benevity.org/>

*This document highlights some of the provisions of the company’s benefits programs as of January 1, 2021. Complete details may be found in the official plan documents. In case of a conflict between the information contained in this summary and the plan documents, the plan documents always prevail. In addition, the company reserves the right to amend or end these plans at any time for any reason with or without notice. Nutanix is an Equal Opportunity Employer and does not discriminate on the basis of race, color, ancestry, national origin, religion, creed, age, disability (mental and physical) sex, gender (including pregnancy, childbirth, breastfeeding or related conditions), sexual orientation, gender identity, gender expression, medical condition, genetic information, military and veteran status, or marital status with respect to employment opportunities.*