

## Discretionary Matching Contribution Notice

### Nutanix, Inc. 401(k) Plan:

Nutanix, Inc. has elected to make discretionary matching contributions to eligible Plan participants and is providing this notice in accordance with the plan document. This notice describes the discretionary matching contribution and who is eligible to receive this contribution. Certain other terms not defined within this notice may be defined or described in the Plan's Summary Plan Description (SPD) which can be found on the resources page of [nutanixbenefits.com](http://nutanixbenefits.com).

### Eligibility:

Nutanix, Inc. will make a discretionary matching contribution to:

- All eligible Participants.
- You are eligible to participate in the Plan if you are a Nutanix, Inc. Employee.

The following Participants are excluded from receiving this Contribution:

You are not eligible to participate if you are:

- A resident of Puerto Rico.
- Covered by a collective bargaining agreement, unless the agreement requires the employees to be included under the Plan Nutanix, Inc. 401(k) Plan 802584.
- A nonresident alien with no income from a U.S. source.
- You are also not eligible to participate if you are an individual who is a signatory to a contract, letter of agreement, or other document that acknowledges your status as an independent contractor.

To be eligible, you must also meet the Plan's age, eligibility service, and entry date requirements for making deferral contributions. If eligible, you will be entitled to receive the discretionary matching contribution if you make deferral contributions to the Plan during the Plan year.

You will become eligible to participate in the Plan according to the table below:

Contribution Type	Age Requirement	Service Requirement	Entry Date
Employee Deferral Contributions and Qualified Non-Elective Contributions.	21	None	Immediate upon meeting all eligibility requirements
Employer Matching Contributions	21	None	Immediate upon meeting all eligibility requirements
Employer Non-Elective Contributions	21	One year with 1000 hours	First day of each month

Matching Contributions will not exceed \$3,000.00 for the January 1, 2025 – December 31, 2025, plan year.

**More information** about the contributions made pursuant to the Plan or a copy of the most current Summary Plan Description can be obtained on the resources page of our [nutanixbenefits.com](https://nutanixbenefits.com) website or by contacting:

Nutanix, Inc.  
1740 Technology Drive, Suite 400  
San Jose, CA 95110

The information contained herein has been provided  
by the Plan Administrator.

1034895.2.0