CLOUDERA

Culture and Impact Report

FY26

Purpose of the Report

This report highlights the work behind our commitments and the meaningful impact our initiatives have across the company and the communities we serve. It provides an overview of our culture programs, the outcomes measured through data, and the stories that demonstrate how these efforts support innovation across the organization.

While we continue to set the standard for innovative thinking by bringing the power of AI to data anywhere, that commitment extends beyond our platform capabilities. It is reflected in how we create opportunity, foster belonging, and ensure every employee has the support needed to thrive. Guided by our values and aligned with our external vision, Cloudera ensures the innovation delivered to our customers is matched by the integrity and inclusivity we practice every day.
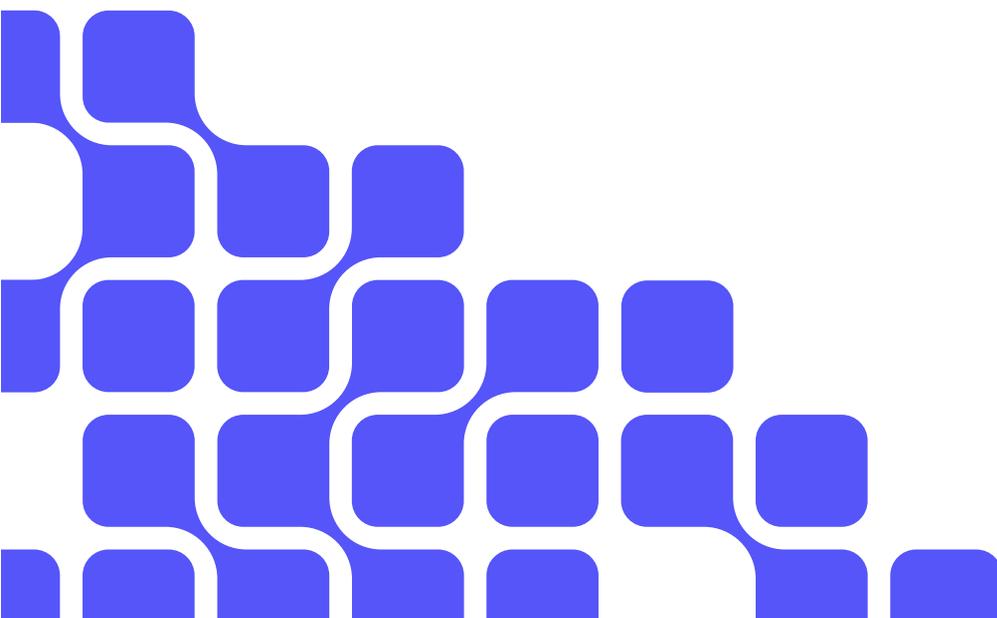
CLOUDERA

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Executive Message

At Cloudera, we are united by a singular commitment: building a culture that reflects our mission of data anywhere, impact everywhere. We know our technology is only as powerful as the people and systems behind it, which is why this year we focused on ensuring our culture is as intentional, sophisticated, and data informed as the products we build.

In FY26, our cultural initiatives evolved from aspiration to measurable strategy. We anchored our programs with clear goals and data-informed insights, driving meaningful progress across workstreams from employee wellness to leadership development. Strong participation and candid feedback reflect deep engagement, while the results underscore the tangible, bottom-line impact that a healthy culture has on our ability to innovate.

Central to this success is our definition of inclusivity. For us, inclusiveness means fostering a true sense of belonging where every Clouderan is provided with the tools, systems, and support needed to thrive. When people feel they belong, the impact extends beyond the workplace, strengthening leadership, deepening global connection, and driving better outcomes for our customers through unique perspectives.

We are proud of the progress Cloudera has made this year. Our continued commitment to inclusion and social responsibility strengthens our company and positions us for long-term success. As you review this report, I hope you see not just achievements, but a culture that continues to grow, learn, and lead.
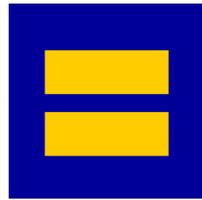
Sincerely,

Amy Nelson
Chief Human Resources Officer
Cloudera

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FY26 Social Impact Highlights

Disability Index

Proud participant in the Disability Index, driving forward inclusion and accessibility.

Human Rights Campaign

Proud participant in the Human Rights Campaign, supporting equality and advocacy for all.

Tech for Good

Selected as a finalist for the A.I. Awards under the "AI For Good" category thanks to our work on Methods Matcher—a tool designed to help humanitarian organizations and nonprofits operating in crisis-affected regions access timely, actionable data regarding disasters, poverty, and climate change.

For more information, click here.

Out & Outstanding in Cork Awards 2025

Shortlisted for Outstanding Ally (Large Business 20+ Staff)

Fair Pay Workplace Certification

Recognized for our commitment to equitable and transparent compensation practices.

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Ragan Awards

Received an honorable mention recognizing our Mentorship and Sponsorship programs and the meaningful community impact of our Week of Giving initiatives.

8 Nominations

Brand Awareness

Digital Community Engagement

Employer Branding

Instagram Cloudera Life

LinkedIn

User Generated Content

Video

Visual Storytelling

Top 3 Shortlisted

Best Employer Brand in Technology, Media, and Telecom Sector

Leader of the Year
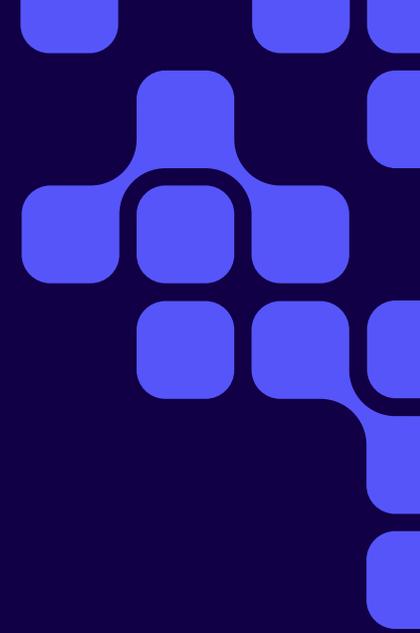
Honoree
Michelle Curran

Community Affairs

CSR in Action: Cloudera's Week of Giving

Mentoring Program

Empowering Development Through Cloudera's Mentorship & Sponsorship Program

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Investing in Cloudera's Employees

Employee Benefits

Our benefits strategy reflects our continued investment in employee well-being and human capital, reinforcing a culture that supports performance, engagement, and innovation. We view benefits as an integrated system designed to support employees holistically, professionally, physically, and emotionally across our global workforce.

Cloudera offers both preventive and responsive resources designed to promote resilience and sustainable performance, including flexible work models that support remote, in office, and hybrid arrangements and enable employees to align how they work with what helps them to do their best work. These offerings are complemented by designated Unplugged Days, which provide employees with extended weekends at least once a month, including a full week in July and another in December, enabling meaningful time to fully disconnect and recharge.

Our benefits are further strengthened by comprehensive wellness programs, employee support groups, and Mental Health First Aid training. Together, these initiatives provide employees and leaders with the skills, resources and support needed to sustain balance, strengthen mental well-being, and perform effectively over the long term.

> "
> **Unplugged days—this is a huge sign of how much Cloudera values the well-being of their staff. I have seen people go above and beyond, working evenings and weekends and Unplugged is a great way of balancing this out. It's very motivating."**
>
> ———
> Anonymous employee
> Culture Survey

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Employee Resource Groups (ERGs)

Our Employee Resource Groups (ERGs) are core to Cloudera's commitment to building an innovative and inclusive culture. They create safe spaces for dialogue, education, and connection, while also serving as powerful engines for talent development. Our ERG leaders play a critical role in strengthening our workplace experience and belonging strategy, while providing employees meaningful opportunities to build high-impact skills such as cross-functional leadership, resource management, and strategic communications. Through this work, ERGs elevate engagement, accelerate growth, and contribute directly to Cloudera's organizational strength.

From FY25 to FY26,Cloudera's ERG Net Promoter Score (NPS) increased from 91 to 93, reflecting sustained interest and strong perceived value across our global employee base. Active ERG membership also grew 15% year-over-year.

FY26 ERG Highlights

11
Active ERGs

- AAPI (Asian American and Pacific Islander)
- APAC (Asia Pacific)
- Capable
- CBEN (Cloudera Black Employee Network)
- EMEA (Europe, Middle East, and Africa)
- Latinx
- LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Queer)
- Parents & Caregivers
- Sustainability
- Veterans
- Women

820+
active members

17%
year-over-year membership growth

60+
hosted events

93
net promoter score (NPS)

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Culture Events & Impact

EMEA ERG

The work of our EMEA ERG contributed to the organization being shortlisted for the 2025 Out and Outstanding Ally Award in Cork, reflecting a strong track record of inclusive workplace practices and meaningful support for LGBTQ+ inclusion and community engagement.

In addition to driving internal impact, the EMEA ERG extended external engagement through the sponsorship of major events, including:

- Gold Sponsor of Frontrunners & Briskwalkers Cork, an inclusive running/walking club for the LGBTQIA+ community and allies in Cork, Ireland

- Sponsorship of Cork Pride Festival where Clouderans join thousands of Cork residents in the Pride parade celebrating the LGBTQ+ community. For our employees, this is a meaningful opportunity to connect with neighbors, friends, and allies in a shared celebration of identity and belonging

- As part of the Cork Office Pride Month Celebration, the EMEA ERG hosted Pride Music Bingo, where Clouderans connected through the music of LGBTQ+ artists. The event also featured a "human rainbow" group photo, with team members wearing their favorite t-shirts in every color of the rainbow to showcase their pride and support

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CBEN ERG

In February 2025, the CBEN ERG partnered with CultureAlly to host a Black History Month learning session focused on resistance & joy. Eighty Clouderans participated in a discussion exploring the history of enslavement and segregation, their present-day impacts, the role of anti-racism and authentic allyship in challenging systems of oppression, and the significance of Black Resistance and Black Joy, including key figures in the movement. The session was widely praised for its relevance and depth, as well as providing meaningful resources that enabled continued learning beyond the event.

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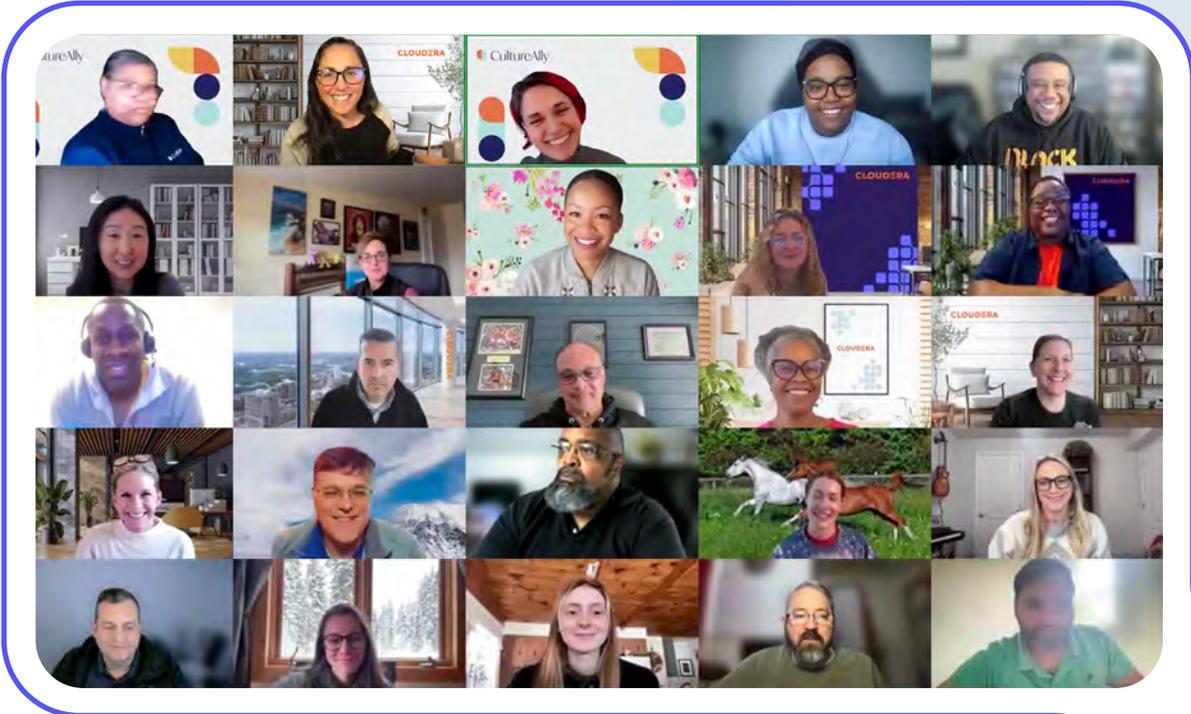
Parents & Caregivers ERG

The Parents & Caregivers ERG hosted an impactful workshop, "Tell Me It Will Be OK: How to Support Your Anxious Child (Without Making Things Worse)," hosted by acclaimed expert, Dawn Friedman. Friedman's expertise has been featured in major outlets like ABC Nightline, delivering content concentrated on helping parents navigate these challenging family dynamics with practical, expert advice. The session provided parents with actionable, research-based tools for understanding and responding to childhood anxiety.

"

I loved how it was explained to us about validating our children's feelings rather than just jumping into conclusions. Also, as a mother of three kids, there were so many things that I could relate to. It was an amazing session."

———

Anonymous employee

"

It helps a lot with knowing what to do to help my kids when they are feeling anxious…this is great advice."

———

Anonymous employee

"

It helps me to understand that there are shared thoughts among peers, and Cloudera is providing experts to come give experiences and feedback!"

———

Anonymous employee

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Veterans ERG

The Veterans ERG supported the Veterans Race of Remembrance with [Operation Motorsports](#), an initiative that uses motorsports-based experiences to promote mental health and recovery for veterans transitioning into civilian life. In partnership with the various organizations, like AWS, this effort reflects Cloudera's broader commitment to veteran inclusion and support, with veterans represented at all levels of the organization including leadership.

"I say this a lot in my mentorship—the transition back to civilian life isn't easy," said Jim Ewton Jr. "A lot of the folks that come out of the military have PTSD, social anxiety, and other visible or invisible health issues, and it's important to help these individuals find value again in who they are in their new endeavor. I think the ERGs help create a sense of community and I've really enjoyed getting involved more, and hope more Clouderans learn about them and the good work they do."

ERGs are among Cloudera's most powerful engines for innovation and belonging. ERGs harness the richness of thought that strengthens our culture and sharpens our ideas to drive our data and AI work. ERGs create safe spaces for employees to share experiences, challenge assumptions, and surface insights that improve our products and drive the business forward. By empowering ERGs, we reinforce the principles at the heart of our mission, ensuring every employee has the opportunity to help shape our future.

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Great Place to Work

Cloudera has been certified as a Great Place to Work in multiple locations, reflecting our continued commitment to building an environment where employees feel supported, empowered, and inspired. These recognitions reinforce that innovation is a core throughline at Cloudera—embedded not only in what we build, but also in how

we support our people and the places they do their best work. Just as our data and AI anywhere vision is built to scale across environments worldwide, our workplace culture is designed to deliver a consistently positive employee experience across geographies.

Costa Rica

Earning the Great Place to Work certification for the third consecutive year underscores the enduring vibrancy of our Costa Rica office. Our team consistently highlights a culture of work-life balance, inclusive management, and managerial integrity.

Beyond this, the Costa Rica office remains dedicated to their social impact efforts, hosting bi-annual volunteer opportunities and monthly engagement activities. Expanding on this progress, our team remains focused on deepening human-centric bonds that strengthen connection, trust, and belonging.

FY26 Awards:

- Best Place to Work Costa Rica (6th Place)
- Best Place to Work By Employee Quantity (20–100, 7th Place)

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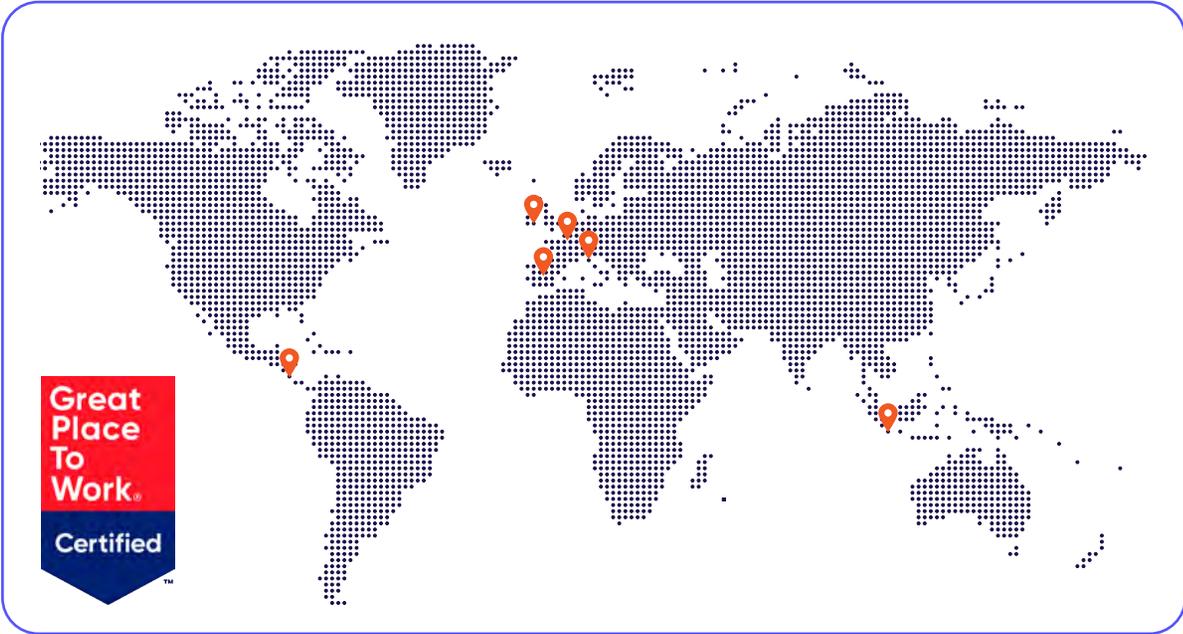
France

This year, our France office earned their first Great Place to Work certification, shining a light on the strong culture built on trust, equity, and meaningful employee feedback. This recognition highlights our commitment to fostering an environment where work-life balance is embraced and employees feel supported, valued, and empowered to do their best work.

Looking ahead, we are committed to building on this momentum by continuing to listen, learn, and invest in our people so we can thrive and innovate together.

Italy

FY26 marked a meaningful milestone for our Italy office with the achievement of their first Great Place to Work. This recognition reflects a culture grounded in trust, respect, fairness, and pride shaped directly by the voices and experiences of employees; highlighting the Italy team's distinctive ability to deliver on business goals and customer impact while cultivating a workplace rooted in connection, well-being, and collaboration.

This certification signals the beginning of a new chapter as the team strengthens its culture and invests in shaping an even better future.

FY26 Awards:

- 1st Time Certifying, Best Workplace

Ireland

For the second consecutive year, our Ireland office was recognized as the #1 Best Medium-Sized Workplace. This recognition was driven by employee-led initiatives and cross-functional collaboration, with dedicated teams focused on enhancing the employee experience, innovation, and sustainability.

Beyond these efforts, employees developed social committees, launched a homegrown mentorship program, introduced an official Toastmasters chapter, and supported branding and CSR efforts in the Ireland community. Building on this momentum, the Ireland team continues to invest in programs that strengthen collaboration and support career development, demonstrating their ongoing commitment to creating a workplace that goes above and beyond.

FY26 Awards:

- Best Medium Workplace in Ireland (1st Place)
- Best Small/Med Workplace in Europe (13th Place)
- Best Workplace for Women
- Best Workplace for Health & Well-being
- Best Workplace in Tech

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Looking ahead, the team continues to focus on strengthening feedback loops, listening with intent, and evolving alongside employee needs to sustain a positive and high performing workplace and culture.

FY26 Awards:

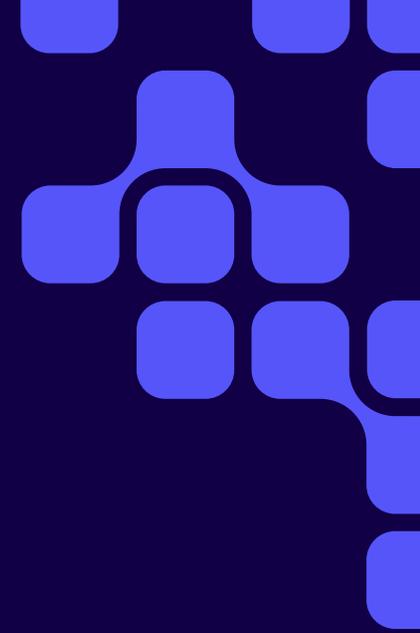- Best Place to Work (Small) (3rd Place)

Spain

During FY26, our Spain office received their Best Workplace in its first year of certification, reflecting the team's dedication to fostering a strong, people-centered culture. Beyond this achievement, they remain committed to investing in initiatives that strengthen connection, trust, and collaboration, providing spaces for meaningful conversations and empowering employees at all levels.

Carrying this momentum forward, the Spain team is committed to deepening engagement and cultivating a culture where every individual feels welcomed, heard, and meaningfully connected to our shared purpose, empowering us to achieve success together.

FY26 Awards:

- 1st Time Certifying, Best Workplace
- Best Workplace in Tech (2nd Place)

Singapore

Our Singapore office has certified for the second consecutive year as a Great Place to Work, reflecting a culture built on intentional leadership and sustained employee trust. The Singapore team has long prioritized transparent, supportive, and visionary leadership, while fostering a culture that values employee well being.

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Upskilling Through Learning + Enrichment

FY26 Learning Program

Our learning and enrichment programs extend our commitment to innovation by ensuring our people grow as quickly as our technology. The Learning + Enrichment team is dedicated to helping Clouderans unlock their full potential at work and in our communities by reimagining what's possible through inclusive learning, growth, and development. In a world where data and AI continue to accelerate change, the ability to adapt skills is a strategic advantage. Through development pathways, training, and enrichment opportunities, we keep skills sharp and teams deeply engaged.

Ways of Learning

Instructor-Led

Live, facilitated offerings led by a member of the L+E team either virtually or in-person

- The team maintains a growing portfolio of 15 unique instructor-led courses in addition to curating a variety of bespoke team alignment sessions for strategy and vision planning. Employees engage with other learners within their team through intact team sessions as well as across functions and locations through open enrollment.

"

This training is an absolute must for all leaders. It really helped me understand the fundamental principles that strengthen executive presence and make an impact in any room."

————

Executive Presence Participant

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5 New instructor-led courses launched in FY26

- **Executive Presence**
  Clouderans learn to cultivate leadership gravitas, inspire trust, and better command a room in this 2-hour session.

- **Giving Feedback Essentials**
  Clouderans learn to develop the skills to deliver feedback that drives positive change, fosters collaboration, and encourages continuous improvement.

- **Receiving Feedback with Confidence**
  Clouderans are coached on tools and techniques to seek, receive, and process feedback, while managing emotions with clarity and confidence.

- **Unlocking Your Thinking Style with HBDI**
  Clouderans participate in the Whole Brain Thinking® HBDI assessment to learn more about thinking styles, taking a deeper dive into adaptive thinking, and its application in the workplace and beyond.

- **Team Effectiveness Dashboard Debrief**
  A new strategic alignment session where teams evaluate their current vs. ideal focus states and are led on an action planning debrief for sustainable implementation.

In-Person Touchpoints in FY26

Many teams leveraged Learning + Enrichment as a key component for team onsites, offering a resource for internal connection, strategy planning, and team learning experiences. Those offices included:

- Austin, TX
- Bangalore, India
- Budapest, Hungary
- Chennai, India
- Cork, Ireland
- London, UK
- New York City, NY
- Santa Clara, CA
- Singapore

"

These trainings have helped me reflect on my day-to-day responsibilities, gain new perspectives, and develop more effective approaches to addressing challenges and engaging with others for better outcomes. I strongly recommend these types of learning and development opportunities for all across the organization to help foster a stronger culture of collaboration."

Global Support Dedicated Learning Program Participant

"

Great interactive session and very practical methods provided."

Receiving Feedback with Confidence Participant

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> ❝
>
> **My favorite course is Executive Presence because even in just a month, it's reshaped how I think about communicating and leading. Learning the power of pause and intentional delivery has already given me tools I'm putting into practice to make a stronger impact. I'm motivated to keep engaging in learning because each course equips me with practical tools that strengthen how I show up for my team and fellow Clouderans."**
>
> ————
>
> **Autymn Harris (AMER)**
> Program Manager, Culture & Community (AMER)

Top 5 Instructor-Led Programs (Most Attended) in FY26

1. Executive Presence: Clouderans learn to boost presence through better confidence, improved speaking clarity, and audience connection.

- 89% feel more confident in handling difficult conversations with professionalism and poise

2. Mentorship: Clouderans walk away with a deeper understanding of the role of the mentor, mentee, and the structure of an effective mentorship relationship. The goal is to empower anyone who wishes to officially or unofficially mentor people to do so in a way that inspires and builds confidence, offers opportunities, and increases skills.

- 97% feel well versed with the fundamentals/expectations of a successful mentorship program

3. Creative Problem Solving: Clouderans enhance their reasoning abilities by learning to identify objectives, recognize root causes, generate ideas, find solutions, and take action.

- 97% feel confident in their ability to make objective and informed decisions

4. Unlocking Your Thinking Style with HBDI: Clouderans complete the Whole Brain Thinking® HBDI assessment to learn about thinking styles, adaptive thinking, and its application.

- 89% know how to adapt and stretch their thinking style when necessary to enhance collaboration and communication

5. Unlocking Your Conflict Style: Clouderans discover their natural conflict management style and learn how to adapt conflict approaches to different workplace situations. This program helps Clouderans understand various causes of workplace conflict, assess their personal conflict style, and develop strategies for effective conflict resolution.

- 93% feel confident in their ability to recognize others' conflict styles and adapt their own style accordingly in different situations

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Self-led

Clouderans are enabled and encouraged to learn when it makes sense to them through asynchronous eLearning

Top 5 eLearning Courses (Most Attended) in FY26

1. Development @ Cloudera eLearning: Highlights Cloudera's development philosophy along with the several different avenues Clouderans have at their disposal to grow and develop their career here.

2. Evolving into a Change Champion eLearning: Clouderans learn how to get ahead of the change curve, take ownership and action, and contribute to an inclusive and change ready culture.

3. Developing a Change Adaptive Mindset eLearning: Clouderans learn to recognize emotional responses to transition, identify strategies for reframing challenges, and cultivate a growth-oriented mindset.

4. Mentorship Essentials eLearning: Provides Clouderans with an introduction to mentoring, discusses who is a good fit to be a mentor, and outlines what a mentor does.

5. Culture & Community @ Cloudera eLearning: Gives Clouderans an introduction to the team responsible for enabling Culture & Community throughout Cloudera, including information about the work they do and how Clouderans can get involved.

New eLearning Courses Launched in FY26

Compensation at Cloudera for People Managers: Builds a foundational understanding of compensation principles so managers can make informed and equitable pay decisions.

Salary & Equity Review at Cloudera: Prepares people managers to navigate the salary and equity review process with clarity, consistency, and alignment to our compensation philosophy.

Executive Presence: Develops confidence, communication, and professional presence through practical techniques.

Thriving in a Distributed World: Provides guidance and tools to collaborate effectively and perform well in a globally distributed and evolving work environment.

Giving Effective Feedback: Strengthens skills to deliver clear, constructive feedback and manage challenging conversations with confidence.

> "
> **Growth is vital to me, whether it's acquiring new skills, expanding on existing ones, or widening my perspective. And while self-learning is great and I prioritize it, having an opportunity to be taught is invaluable, because it requires a different focus and mindset, resulting in a different learning experience and impact. My favorite course was Conscious Leadership, because this is something that's way outside of my comfort zone, but it was a delightful entry into this space."**
>
> ——
>
> **Greg Fazekas**
> Senior Technical Writer, Product Management (EMEA)

CLOUDERA

> **"**
>
> **I enjoyed the class and content. Provides a solid framework to improve thought, communication, and collaboration on a personal and team level. "**
>
> ———
>
> Unlocking Your Thinking Style Participant

Receiving and Seeking Feedback: Provides ways of responding to feedback thoughtfully, requesting meaningful input, and sustaining open communication.

Cloudera partners with Udemy for Business, an online learning platform with 5,500+ top-rated, engaging courses that employees can access from anywhere. Topics range from effective communication, leadership, programming languages, technical certification preparation, to much more. Udemy is available to all full-time employees globally.

Learning Stats:

- 69 asynchronous eLearning and learning paths used in FY26
- 697 total unique learners across our eLearning offerings

FY26 Key Programs

Dedicated Learning Programs:

In a hybrid, rapidly evolving industry, the importance of team collaboration and personalized growth has expanded. To support this shift, we introduced customized learning experiences co-created with leaders to provide agile, team-specific development —Dedicated Learning Programs (DLPs). Our goal is to provide continuous learning that fuels both individual opportunities and

collective momentum, strengthening our culture and positioning teams with sustained success. From FY25 to FY26, Cloudera saw a nearly 563% increase in total DLP participants. We also added a significant expansion in the number of new courses and training topics, growing 135% in number of courses offered and 112% in number of topics covered year-over-year. Dedicated Learning Programs focus on the specific skill areas a leader identifies for their team,

providing an opportunity for teams to learn together, develop shared understanding, and establish the common skills needed to elevate team performance and execute on strategic priorities. These programs consist of both instructor-led and self-led learning moments.

In FY26, 669 Clouderans across nine teams partnered with L+E to engage in Dedicated Learning Programs. Across these nine teams, the L+E team delivered 40 unique courses covering 17 topic areas with over 60 instructor-led sessions. The Dedicated Learning Program initiative has seen incredibly positive sentiment with a 94 NPS for both the instructor-led and eLearning components.

Week of Learning Programming (In-person):

Week of Learning is a dedicated, immersive program that brings together a wide range of learning opportunities into a single week—from instructor-led courses and Lunch and Learns, to collaborative upskilling through group volunteering efforts. Events are hosted at various office locations throughout the year to nurture continuous growth, strengthen collaboration, and reinforce the organization's culture of curiosity and inclusion. This initiative is more than a professional development opportunity; it embodies Cloudera's

belief that when employees invest in learning about themselves, their teams, and their communities, they become better innovators, communicators, and leaders. The overarching goals of the initiative are threefold: build essential leadership and communication skills, deepen self-awareness and cross-team collaboration, and connect learning with social purpose.

> **As a keen learner, continuous learning is core to how I grow and stay effective in an evolving tech landscape…I like to engage in the Learning and Enrichment trainings to ensure I am aligning to the other required skills to boost my non-technical skills as well. These learning opportunities keep me motivated and help me consistently raise the bar in my work."**
>
> ——
>
> **Guru Prasad**
> Senior Software Engineer, Machine Learning (AMER)

Since our inaugural Week of Learning (WoL) in Santa Clara, CA (FY24), WoL has been offered in several of our larger offices around the globe. In FY26, we also launched an abridged version, Day of Learning, at additional global office locations.

- Austin (Week of Learning—New Location in FY26)
- Bangalore (Week of Learning)
- Chennai (Day of Learning—New Location in FY26)
- Singapore (Day of Learning—New Location in FY26)

In FY26, an average of 82% of our Week of Learning (WoL) participants were hybrid or remote—i.e., employees who do not report to a Cloudera office on a regular basis.

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> **"**
>
> **I believe that self-learning is as transformative as travel. It opens doors to new realms of knowledge and helps us make the most of our valuable time. With several eLearning options it has become more accessible and rewarding than ever. The ability to engage in continuous micro-learning and growth at my own pace makes learning a natural part of my routine. One of my favorite courses…has been '6 Leadershifts to becoming more Intentional Leaders', as it is encouraging to explore new areas of my own self and deepen my understanding of working with people and teams in real-world scenarios."**
>
> ——
>
> **Rama Krishna Garaga (APAC)**
> Manager, Customer Operations, Support

Week of Learning post-program survey stats:

- 74% applied at least one framework or key concept within the first month

- 95% made new connections or reconnected with colleagues they don't usually interact with

- 93% agree they received the resources needed to learn and grow in their careers

Learning Recognition

At Cloudera, we believe in the power of influence. It is our ability to inspire and motivate ourselves and our peers to break through barriers and achieve greatness. The Star Learner initiative (Learners of the Quarter and Learner Leaderboard), recognizes and celebrates individual and collective efforts to embrace growth mindset and a culture of learning.

Learner Leaderboard

Recognizes our employees who are taking their learning journey to the next level. Clouderans earn points the more they learn and compete for placement on the leaderboard. Winners receive a rank of Bronze, Silver, Gold, or Platinum. The leaderboard resets each quarter, encouraging continuous growth and friendly competition.

Learners of the Quarter

Each quarter, we recognize one employee from each region who has gone above and beyond in their commitment to bettering themselves through in-house learning opportunities. Learners of the Quarter are acknowledged with Cloudera Code Badges in Workday and receive exclusive swag.

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Grow at Cloudera

Grow at Cloudera is a career development series designed to connect employees with the tools, resources, and support needed to navigate a meaningful career journey. This is the first year of the program, which delivers action-oriented learning through peer-to-peer upskilling and practical guidance across key areas of career development.

Programming is organized around quarterly themes:

Q1—Career Conversations
Practical guidance on leading effective, productive career conversations with managers.

Q2—Tools for Talent
Empowering individuals to leverage talent tools to take actionable steps toward career progression.

Q3—Personal Branding
Strengthening professional presence and personal brand by focusing on how individuals show up, communicate, and build relationships.

Q4—Goal Setting
Helping individuals to set clear meaningful goals aligned to their career aspirations and long-term development.

"

I am really pleased that growth is so important and highlighted here, at Cloudera…these events bring the often overlooked part of our development into focus, such as providing regular feedback to our peers or updating our work profiles and reflecting on our achievements, aims, and dreams."

———

Eszti Baranyai–Santa
Engineering (EMEA)

Our employees showed incredible initiative this year, with over a third of our global workforce (36%) voluntarily opting into the program. Whether through live workshops, asynchronous eLearning, or joining our Slack channel community, our employees demonstrated their commitment to continuous growth.

"

Truly though—thank you for the opportunity to 'Grow at Cloudera.' Grow at Cloudera has empowered me to take ownership of my career and have meaningful conversations with my colleagues and my manager…thanks to her support and encouragement to utilize the tools and processes, I have a much clearer understanding of my career possibilities and have been able to achieve results that I didn't think were attainable in such a short timeframe."

———

Kylie Drake
Data Analytics and Insight Manager (AMER)

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Sponsorship Program

Cloudera recognizes that sponsorship is crucial for propelling careers, and our long-term culture of innovation, forward. While mentorship provides guidance, sponsorship opens new pathways and advocacy for high-potential talent across the organization.

Cloudera's Sponsorship Program is designed to facilitate highly intentional pairings of talented, high-potential

employees (proteges) with senior leaders (sponsors). The goal of the program is to create opportunities for advocacy and mentorship and amplify the voices of high-potential individuals by giving them visibility and support.

Program Overview

Cohort Model: The program runs in cohorts, with each cohort lasting six months. This model fosters community and shared learning among proteges.

Intentional Pairings: Sponsors are paired with proteges based on their expertise, ensuring alignment with the protege's career goals and growth areas.

Visibility & Advocacy: Sponsors actively champion their proteges, helping them gain visibility and connect with decision makers and executive leadership.

> "
>
> **The sponsorship program provided a meaningful opportunity to observe a career transition in progress. The ability to offer timely advice and support proved invaluable, underscoring the responsibility we hold as leaders to create more of these experiences that enable emerging professionals to develop and thrive."**
>
> ____
>
> Sponsor Quote

> "
>
> **I think this was one of the best programs I have been a part of at Cloudera. It has helped me in several ways. Particularly, I would like to mention the following: Before this program, I was under the impression that the next logical step in my career is far ahead in the future i.e., I am not well positioned to take that next step, and that my skills still need more ramping up. But my coach made me see how valuable my current contributions are to my team. Surprisingly, after I wrapped up my last coaching session, I was very confident about taking that next step, and putting my name forward for the next promotion, or simply, just initiating that conversation with my manager, because I feel like I'm there already."**
>
> ____
>
> Protege Quote

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Program Statistics

In cohort seven of the sponsorship program, there were 20 pairs of sponsors and proteges.
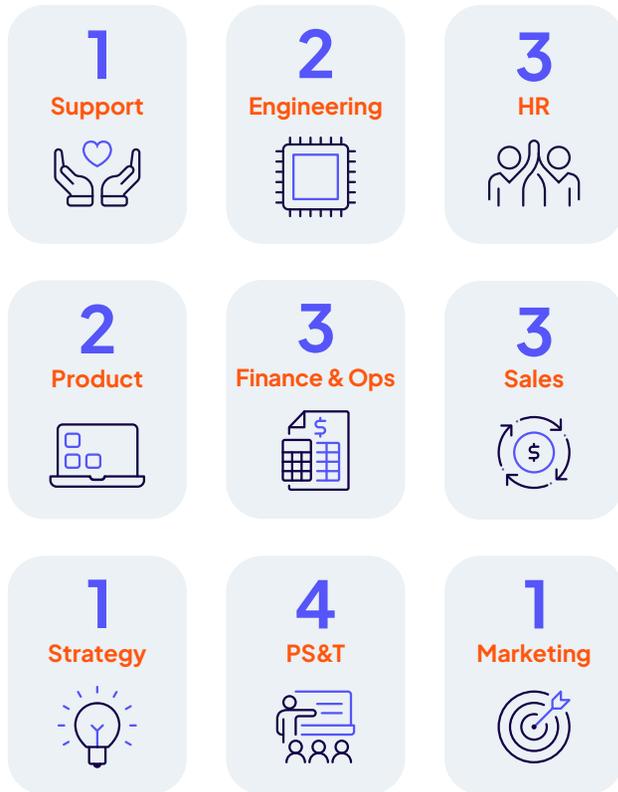
Survey Results

Proteges from cohort seven were surveyed before and after program completion:

- Improved sense of voice by 6%

- Sentiments related to expanded networks and internal visibility were reported at 85% favorable

Sponsors from cohort seven were surveyed before and after program completion:

- Increased sponsors' awareness and visibility of high-potential talent by 12%

- Strengthened confidence in having difficult conversations to improve inclusion by 9%
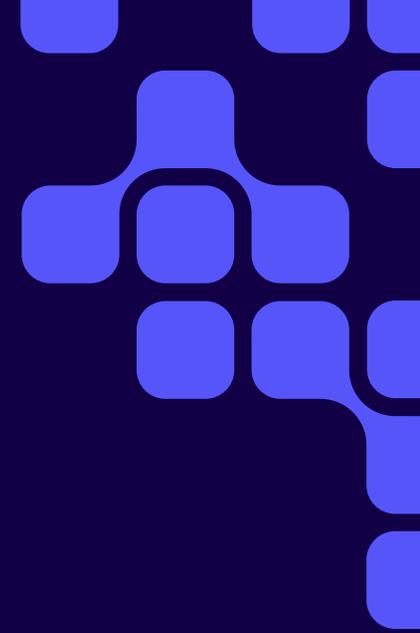
Functions

1 Support	**2** Engineering	**3** HR
2 Product	**3** Finance & Ops	**3** Sales
1 Strategy	**4** PS&T	**1** Marketing

Geography

8 EMEA

10 AMER

2 APAC

Level

17 IC

2 MGR

1 SR. MGR

CLOUDERA

Enriching Cloudera's Communities

Cloudera Cares

Giving back has always been an integral part of our company culture, but at Cloudera, it goes much deeper than a strategic pillar for corporate social responsibility—it is embedded in the fabric of who we are. Through Cloudera Cares, our signature employee engagement program, we empower Clouderans to be global citizens who drive meaningful change in their local communities.

> "
> **The opportunity to provide service and witness the positive ripple effect of our collective actions through Cloudera Cares brings me immense joy. It's more than just a program; it's a chance to live out my values and contribute to something larger than myself."**
>
> ——
> **Kylie Drake**
> Data Analytics and Insight Manager (AMER)

Employee benefits

Paid Volunteer Time
8 hours of paid time off to volunteer each year

Dollars for Doers
$10 in donation rewards for every hour of volunteering, up to $500 per year

Matching Gifts
Cloudera matches donations up to $500 per employee annually

New Hire Donation Credit
Each new hire receives a $25 donation credit to support the cause of their choice

This commitment is a crucial part of our culture because it provides a shared sense of purpose that transcends our daily technical tasks. By bridging the gap between professional expertise and social impact, Cloudera Cares serves as a key driver of our organizational identity. This keeps us grounded, ensuring that as we innovate in the world of data and AI, we remain equally dedicated to advancing the human experience.

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Signature Programming

Season of Service
A month-long initiative where employees give back through volunteering and community events in July.

Week of Giving
A company-wide campaign that encourages volunteerism and giving for a week in November.

For us, community engagement is an ongoing investment in the regions where we live and work, and a vital way we foster connection and empathy across our global team. The program provides employees with dedicated volunteer time and matching gift opportunities, allowing everyone to champion the causes they are most passionate about. Whether through ongoing volunteer commitments or local service days, Cloudera Cares offers the tools for our team to lead with purpose and turn their compassion into action. It is an invitation for every Clouderan to help shape our legacy of impact and find personal fulfillment through service.

Cloudera Cares outperforms other corporate giving programs, with **35%** of our total employee base participating in FY26 (compared to the industry benchmark of **30%**).

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FY26 Cloudera Cares Highlights

1,000+
Total participant engagement

5,000+
Total hours volunteered

$400K
Total donations

746+
Nonprofits supported

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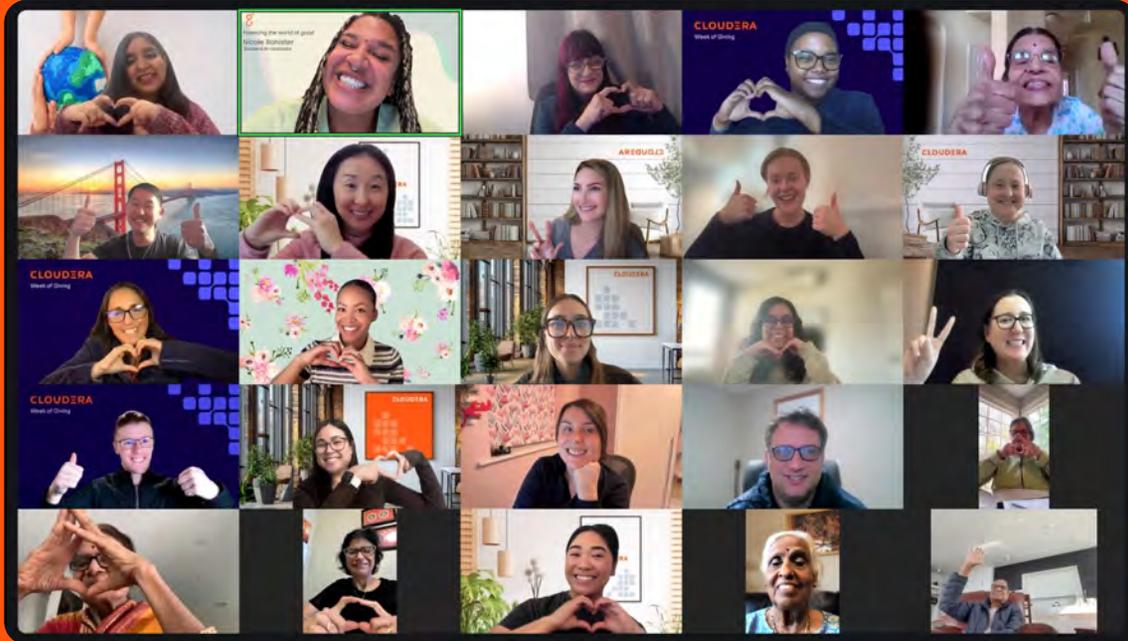
> "
>
> **The Week of Giving gives us a moment to slow down and remember that what we do for others is what really matters. I appreciate when we can be a part of something bigger than our everyday work."**
>
> **Julia Ostrowski**
> Director, Enterprise
> Entitlement (AMER)

CLOUDERA

Program results

Season of Service

$6K+
Donated

640+
Hours volunteered

270+
Volunteers

Week of Giving

$43K+
Donated

1,070+
Hours volunteered

400+
Volunteers

Cloudera Cares Ambassador Program:

At the heart of our philanthropic efforts is the Cloudera Cares Ambassador Program, a global network of passionate employees who lead and promote volunteering and giving events. They execute meaningful volunteer opportunities for their regions and inspire and mobilize their colleagues to join in. Without the leadership and energy of our Ambassadors, Cloudera's impact would not be possible. They don't just promote our values, they live them every day.

CLOUDERA

> **"**
> I'm thankful that Cloudera has made Week of Giving and all Cloudera Cares events a corporate priority and actively encourages a culture of giving back to our communities, especially the ones that are the most vulnerable."
>
> ——
>
> **Andrew Lim**
> Senior Software Engineer (AMER)

> **"**
> It's a great reminder that giving isn't always about something big—it's the small things we do for each other every day that make the difference."
>
> ——
>
> **Julia Tan**
> Country Managing Director, Singapore (APAC)

> **"**
> Through this role, I can help bring people together around meaningful causes, create opportunities to give back, and foster a sense of community and compassion at work. It's about making a difference, even in small ways, and encouraging others to do the same."
>
> ——
>
> **Gloria Benko**
> Software Engineer (EMEA)

CLOUDERA

EVOLVE25

In addition to encouraging employees to volunteer their time in support of the causes that matter most to them, Cloudera also creates opportunities for customers and partners to give back. This year, these opportunities came to life at four of our signature **EVOLVE**25 events. EVOLVE is Cloudera's premier data and AI conference series, where industry leaders, innovators, and enterprise technology teams come together across the globe to explore how AI and data can transform businesses anywhere.

Local Cloudera teams identified specific causes and set up booths for every attendee to participate:

Singapore: Assisi Hospice: Assisi Hospice provides palliative care for patients and compassionate support for families, helping preserve dignity and quality of life. During the event, Assisi showcased items made by their patients, which were available for sale/donation. Attendees also wrote encouraging cards for the patients at the booth.

São Paulo: Associação Feminina de Estudos Universitários: Associação Feminina de Estudos Universitários transforms lives through personal development and excellence in education, promoting social inclusion and empowering women for autonomy and social leadership. Attendees were given opportunities to donate, learn about, and get involved in local initiatives.

New York: Rain or Shine Rescue: Rain or Shine provides safe, compassionate foster care for the most vulnerable dogs and cats, seeing them through rehabilitation and matching them with loving, committed adopters when they're ready for adoption. Attendees were given opportunities to

learn about the initiative and get involved. Two dogs ended up being adopted during the conference.

Washington, DC: U.S. Vets: U.S. Vets is focused on preventing and ending veteran homelessness. Attendees were provided with more information and opportunities to donate or get involved after the event.

Our teams across these locations raised approximately **$10,000**, inclusive of the company match.

> "
>
> **It's one thing for a company to have values; it's another to live them. Events like this are the 'living' part. They're a core part of our experience because they show that Cloudera Cares is more than just a program. It's an action.** "
>
> ———
>
> **TJ Sundar**
> Private Cloud Field Specialist (EMEA)

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Environment, Social, Governance (ESG)

This year marks Cloudera's inaugural environmental disclosure within this report, highlighting an important step in how we approach sustainability. The same innovation mindset we bring to our technology and people guides how we use data to understand, measure, and reduce our footprint, strengthening our sustainability strategy while reinforcing the value we deliver to customers.

Our environment disclosures reflect our full global carbon footprint, measured in FY26 based on FY25 data, and outline our emissions reduction commitments validated through the Science-Based Targets initiative. To ensure accuracy and consistency in our carbon footprint, we partner with Watershed, a global leader in sustainability reporting, to assess our emissions annually, strengthening transparency and enabling ongoing progress towards an environmentally sustainable future.

2025 Base Year Emissions (based on 2024 data)

Scope 1
Direct Emissions
357

Scope 2
Indirect Energy market-based
3,043

Total Scope 3
Value Chain
31,387

Scope 3.1	Purchased Good and Services	15,009
Scope 3.2	Capital Good and Services	1,772
Scope 3.3	Fuel and Energy Related Activites	982
Scope 3.5	Waste Generated in Operations	119
Scope 3.6	Business Travel	10,955
Scope 3.7	Employee Commuting	2,474
Scope 3.8	Upstream Leased Assets	76
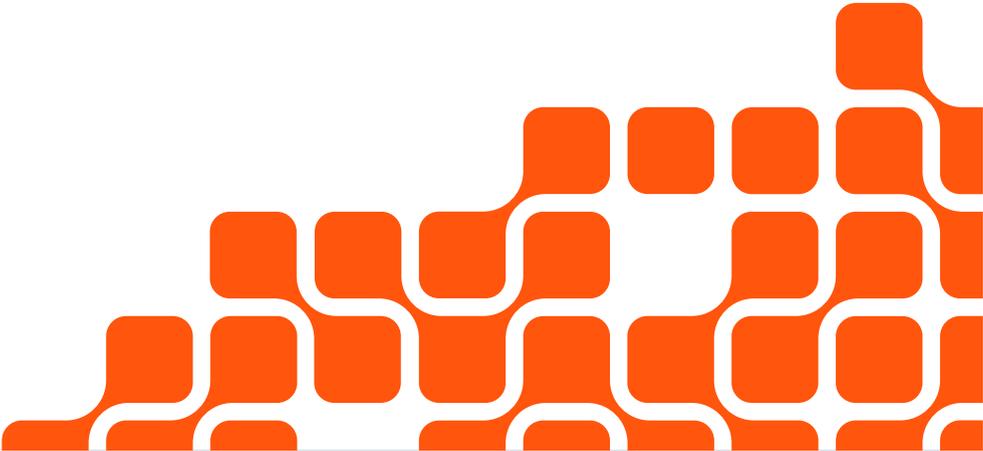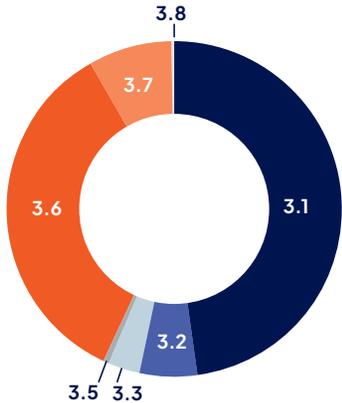
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Our Climate Ambition
([Science-based targets initiative SBTi Targets](#))

Overall Net-Zero Target

Cloudera commits to reach net-zero greenhouse gas emissions across the value chain by 2040.

Near-Term Targets

- Scope 1 & 2: Cloudera commits to reduce absolute scope 1 and 2 GHG emissions 58.8% by 2034 from a 2024 base year.

- Scope 3: Cloudera also commits to reduce scope 3 GHG emissions 63.8% per million USD value added within the same timeframe.

Long-Term Targets

Cloudera commits to reduce absolute scope 1, 2 and 3 GHG emissions 90% by 2040 from a 2024 (FY25) base year.

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The Power of AI for Good

The evolution of the partnership between Cloudera and Mercy Corps highlights a shared vision for the power of AI: a commitment to ensuring that cutting-edge technology serves as a force multiplier for human ingenuity.

This journey began in FY25 with the AI Methods Matcher, an LLM-powered chatbot that demonstrated how AI could bridge the gap from "hype to impact" by helping program leaders navigate vast internal knowledge bases.

Read more about Methods Matcher and learn more about our Tech for Good Award here.

Following this pilot, the collaboration deepened through a strategic engagement between Cloudera and London Business School (LBS) where their students developed the user stories and Total Cost of Ownership (TCO) models necessary for Mercy Corps to scale their agentic solutions. This momentum culminated in a multi-month development and implementation exercise, where a dedicated team of Cloudera Professional Services, Training, and Customer Success experts donated their time and technical mastery to build a foundation for long-term success.

Today, this work is MercyCORE, a crisis response tool powered by Cloudera AI. In a world where climate emergencies and conflict move faster than transitional aid systems, AI can automate data synthesis. AI reduces manual analysis and enables experts to focus on life saving impact. We are currently striving toward specific, measurable outcomes: transforming crisis analysis to be more efficient, accurate, and relevant. This is evidenced by our focus on reducing total hours spent on analysis, utilizing AI to enhance overall workflow efficiency, and ensuring that the tangible benefits of Generative AI are documented directly by field users.

Looking ahead to next year, our goal is to expand global capacity by engaging additional humanitarian agencies, using these blueprints to demonstrate repeatability and empower NGOs with the technical tools they need to drive meaningful impact.

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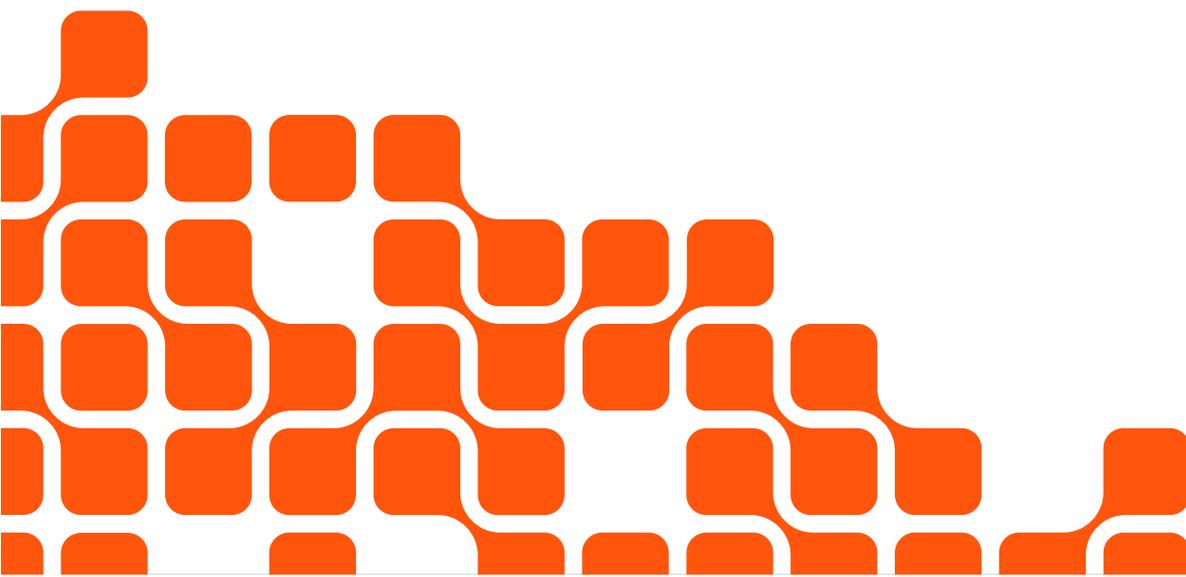
Teen Accelerator Program

The Teen Accelerator program is an immersive mentorship and internship program experience designed to expand access to careers in technology for high school students. Through partnership with the Boys & Girls Club chapters across California, Tennessee, and Texas, the

> "
>
> **It has been a career highlight to have been able to witness the transformation of these students, who normally would not have access to these opportunities, be able to get a glimpse into the corporate world and be inspired by what is possible. They are bright and I can't wait to see where their journey takes them!"**
>
> ——
>
> **Stephanie Han**
> Senior Program Manager,
> Culture & Community (AMER)

FY26 Teen accelerator program highlights

14 Students mentored

7 Student interns

78 NPS for the mentorship program

100 NPS for the internship program

program has provided students with early exposure to professional environments, hands-on learning, and meaningful skills development.

Since the program's launch in 2021, **135** students have participated, including **64** students who have completed the mentorship phase and **31** students who took part in the summer internship program. Through this program, students are matched with mentors who guide them through their personal growth goals, and intern managers who provide them with

meaningful work experience in a corporate company environment. Their professional skills are further strengthened through workshops focused on digital collaboration, personal branding, first impressions, and confidently giving and receiving feedback.

After four years of impact, the Teen Accelerator program will conclude. The insights, learning, and outcomes from the program will be integrated into the continued evolution of Cloudera's holistic approach, helping to expand access and support early talent more broadly.

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Teen Accelerator Program Feedback

"
A positive experience is that I truly appreciate [my mentor] for taking the time to meet with me. Her guidance and support are incredibly valuable, and I am grateful for the insights she has shared with me. Her dedication to helping me grow and succeed does not go unnoticed, and I feel so grateful to have her as a mentor."

———

Mentee quote

"
I valued the opportunity to mentor a young professional preparing to enter the workforce, sharing insights from my own career to help guide their development and next steps. Through this experience, I honed my ability to lead with clarity, communicate effectively, and deliver feedback that was both constructive and empowering."

———

Intern quote

"
The Teen Accelerator Program is a transformative experience for students and employees alike. There is no better feeling than seeing these students gain a new sense of confidence and assuredness after their time here. That is all thanks to our amazing Cloudera employees who step up to make a difference in these students' lives. It is equally rewarding to see our own people grow as leaders and mentors throughout the process."

———

Paige Wilson
Senior Associate, Learning & Enrichment (AMER)

"
I have only positive things to say about this experience. It taught me so much about myself in terms of what I like and don't, what makes me thrive in a work environment, and so much more. It also taught me a lot about the corporate workforce, so much so that I feel I'm ready to tackle anything that comes my way on my professional journey, and I owe it all to my amazing team, manager, and employees who made me feel welcomed."

———

Intern quote

"
One thing I gained from this mentorship experience is how good it feels to help someone try to achieve their goals."

———

Mentor quote

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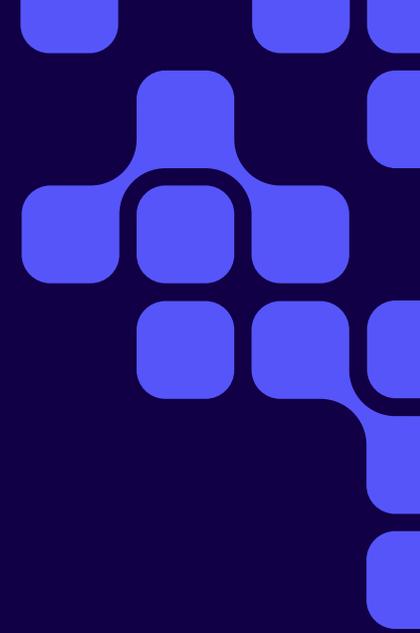
Shaping the Future
of the Workplace

Women Leaders in Technology

Women Leaders in Technology (WLIT) is a global initiative launched in FY25 to promote connection and community among our employees, customers, partners and allies. In a short time, WLIT has evolved into a vibrant global platform that brings professionals together with accomplished leaders across the technology ecosystem, highlighting real pathways for individuals to enter, advance, and succeed in technology careers.

This mission comes to life through both virtual and in-person convenings designed to spark candid dialogue and shared learning. Across these forums, participants explore critical themes shaping the future of the industry including: developing an AI-era mindset, navigating high-stakes change, overcoming adversity, and strengthening the leadership and community needed to drive the next generation of innovation in technology.

In its inaugural year, WLIT generated meaningful global engagement through a series of virtual and in-person events. Two early virtual sessions featured distinguished speakers Cheryl Kiser, Executive Director of the Institute for Social Innovation at Babson College, and Sandi Peterson, Operating Partner at CD&R, reaching more than 180 attendees. A subsequent virtual event with Dr. Alison Fragale, author of *Likeable Badass: How Women Get the Success They Deserve,* drew close to 300 participants.

The initiative also expanded its global footprint through seven in-person convenings across the United States, UAE, Ireland, Japan, Singapore, and the United Kingdom, engaging nearly 350 professionals. These gatherings brought

> **"**
>
> **We began by building a sense of belonging. That belonging fostered confidence. Confidence opened the door to true allyship and today, we're already beginning to see the next era take shape—an era of influence."**
>
> **Mary Wells**
> Chief Marketing Officer, Cloudera

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together leaders from a wide range of sectors, from banking and law enforcement to global technology organizations, creating opportunities for meaningful connection, mentorship, and the exchange of leadership perspectives.

Beyond live programming, WLIT has cultivated a highly engaged global LinkedIn community that sustains the conversation year-round. The initiative has amplified the voices of women leaders through features on the AI Forecast Podcast, a series of thought-leadership blogs, and other content that highlights trailblazing speakers while sharing insights on the evolving role of women in technology.

WLIT has also contributed new insights through commissioned research tied to its global convenings. Ahead of events in London and Dubai, the program released original findings exploring women's perspectives on leadership in the age of AI. Notably, survey results in Dubai revealed that 91% of women leaders in the UAE are optimistic about achieving gender equity in AI leadership. Read the press release here.

In just its first year, WLIT has established itself as a catalyst for meaningful connection and lasting change. As Mary Wells describes, a new era of WLIT is already unfolding—one defined by leadership and influence. In this emerging chapter, women are not simply part of the conversation about the future of

> ❝
> **The focus is no longer on women proving they belong in tech leadership—it's on equally leading the conversations that will shape the future. The goal isn't to be seen as 'women leaders,' anymore—instead, we'd rather simply be seen as leaders."**
>
> **Mary Wells**
> Chief Marketing Officer, Cloudera

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Pay Equity

Pay equity is about valuing each and every employee based on their contributions. Equitable compensation fosters trust, promotes fairness, and ensures everyone has the opportunity to thrive.

Cloudera is committed to equitable compensation, supported by regular data-driven reviews of our pay practices to ensure fairness, transparency, and alignment with our values. We are proud to have been certified as a Fair Pay Workplace for three consecutive years. Achieving this certification requires rigorous evaluation of our compensation data and practices, reinforcing our commitment to maintaining a fair and consistent approach to pay across the organization. This recognition reflects our ongoing dedication to compensating employees equitably and responsibly.

"

At Cloudera, we're dedicated to creating a workplace where people feel valued and respected. Our approach to pay reflects that same innovative, data-driven mindset that guides our work in data and AI, ensuring compensation is consistent, transparent, and grounded in measurable impact. Being recognized for the third year in a row affirms that when we lead with data and scale best practices, we build a workplace where opportunity is designed to last."

Amy Nelson
Chief Human Resources Officer, Cloudera

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Conclusion

As I reflect on this past year, "remarkable" is the word that stays with me. It has been a dynamic year of growth and evolution for our organization, and I am deeply inspired by what we have accomplished together. At Cloudera, we've always believed that our commitment to our people and the world around us is more than just a series of programs; it is a strategic pillar of who we are and a vital driver of our organizational identity.

Our collective efforts have touched every corner of our culture. We have deepened our investment in our employees, not only through comprehensive benefits but by fostering a true sense of belonging where every voice is heard. We have championed upskilling and leadership, ensuring that our teams have the tools and sponsorship needed to grow alongside our technology.

Beyond our own walls, we have worked to enrich the communities we call home. From leveraging the power of AI for social good to supporting the next generation of talent through our youth accelerator

initiatives, we have shown that our community engagement is an ongoing investment in the future. Simultaneously, we have remained steadfast in our commitment to advancing equity, from pay parity to professional certifications, ensuring that fairness is woven into the very fabric of our workplace.

While we are excited to share these achievements and celebrate this progress, it is clear that our journey is far from over. Looking ahead to FY27, we will continue to strive to build a culture and community that fosters belonging, inclusion, and social responsibility—a place where every person has the opportunity to make a lasting difference.

Sincerely,

Ashton Stockstill
Director, Culture
& Community

Appendix: Additional Resources

Read more about Cloudera's impact efforts in these blogs

[Strengthening Cloudera's Commitment To Corporate Equality](#)
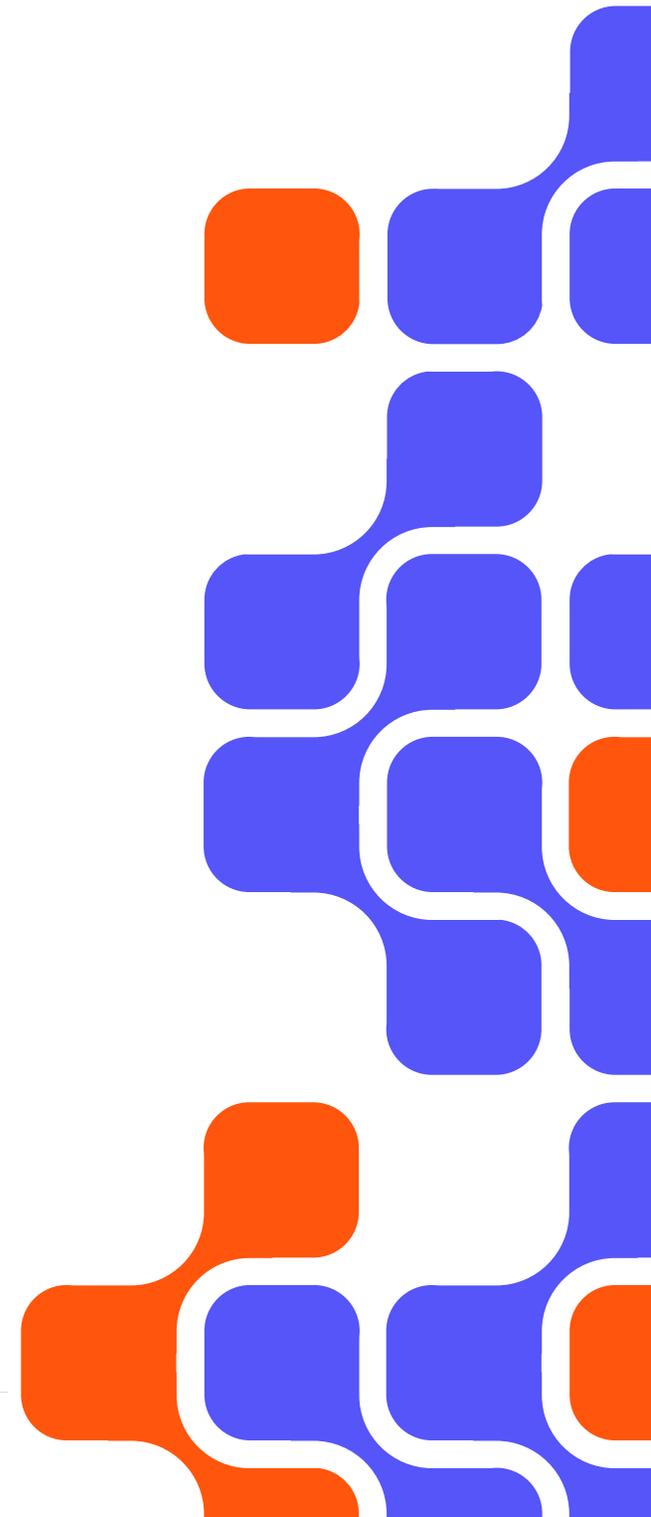
[Cloudera's Culture](#)

[Certified Fair Pay Press Release](#)

Learn more about and participate in the Women Leaders in Technology community

[WLIT LinkedIn](#)

[WLIT Website](#)

Get more information about Culture at Cloudera on our [Culture Website](#) and check out our [Careers page](#)

About Cloudera

Cloudera is the only **hybrid** data and AI platform company that large organizations trust to bring AI to their data anywhere it lives. Unlike other providers, Cloudera delivers a consistent cloud experience that converges public clouds, on-prem data centers, and the edge, leveraging a proven open-source foundation. As the pioneer in big data, Cloudera empowers businesses to apply AI and assert control over 100% of their data, in all forms, improving security, governance, and real-time and predictive insights. The world's largest brands across all industries rely on Cloudera to transform decision-making and ultimately boost bottom lines, safeguard against threats, and even save lives.

To learn more, visit **Cloudera.com** and follow us on **LinkedIn** and **X**. Cloudera and associated marks are trademarks or registered trademarks of Cloudera, Inc. All other company and product names may be trademarks of their respective owners.

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