

CLOUDERA

Cloudera Culture and Impact Report

FY25



Purpose of the Report

This report illustrates Cloudera's ongoing commitment to increasing access to technology and enhancing inclusion across our organization. We are committed to transparency by providing an overview of our programming, delivering insights through data, and explaining how our initiatives contribute to a more equitable future.

We are focused on supporting programs like our Employee Resource Groups, providing training that empowers our teams, and cultivating a culture of volunteerism. In addition, we are committed to leveraging our technology for impact and creating a workplace where everyone can build a sense of belonging by advancing pay equity and ensuring fairness and transparency.



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Executive Message

At Cloudera, we view technology as more than just a catalyst for business transformation—it is a powerful force for positive change. Our mission is to empower organizations with trusted data and AI to drive meaningful change, from tackling global challenges to creating more inclusive and sustainable communities. That mission is at the core of everything we do and motivates us to deliver that same transformational impact not only to our customers, but also to our people and our communities.

We recognize that building an inclusive workforce and empowering that workforce to give back is not just the right thing to do—it is a business imperative that drives innovation, performance, and growth.

As I reflect on FY25, I am inspired by the progress we have made together and excited for the opportunities ahead to expand our influence. We see inclusion, engagement and impact-driven programs as the key to building a best-in-class workforce, cultivating stronger leadership, and driving innovative solutions.

While we are proud of our achievements, our work is far from over. Advancing equity and inclusion, and striving to make a positive impact in the communities where we live and work is an ongoing journey.

We remain committed to creating this meaningful impact by empowering employees to give back through volunteerism, investing in initiatives that expand opportunities both within and beyond Cloudera, and leveraging our technology to drive positive change.

We look forward to continuing to build a more inclusive, engaged, and forward-thinking organization—one that makes a lasting difference for our employees, our customers, and our communities.



Sincerely,

Amy Nelson

Chief Human
Resources Officer

FY25 Social Impact Highlights



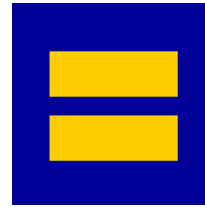
Disability Index

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



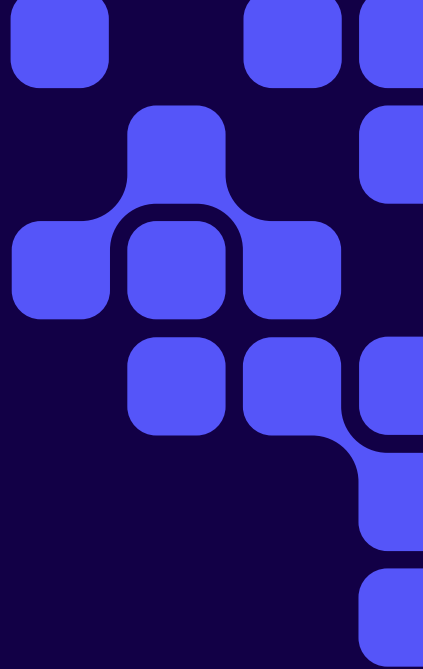
Tech for Good

Recognized for our pro bono support of Mercy Corps, helping to advance AI solutions to accelerate global humanitarian aid.



Human Rights Campaign

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



| Investing in Cloudera's Employees

Employee Resource Groups

Employee Resource Groups (ERGs) play a vital role in the employee experience at Cloudera, boosting morale and strengthening our company culture. They not only foster a sense of community, but also serve as a place for connection, education, and empowerment for all employees. ERGs create a space to discuss a multitude of topics, from career growth and leadership to cultural awareness and allyship, fostering a workplace where every employee feels valued and empowered. Through our ERGs, employees gain invaluable opportunities to expand their understanding of inclusion. Each ERG is also supported by an Executive Sponsor who plays a key role in driving engagement and strategy.

FY25 ERG highlights



Active ERGs

11

- 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/Questioning)
- Parents & Caregivers+
- Sustainability+
- Veterans+
- Women+



Net promoter score (NPS)

91



Hosted events

63



Active members

700+



YoY membership growth

21%



ERG events are a cornerstone of our company's commitment to fostering an inclusive and engaged workplace.

These initiatives provide employees with meaningful opportunities to connect, learn, and celebrate the unique cultures and perspectives that shape our global community. In FY25, we hosted 63 events across the globe, a few of which are highlighted in the following sections.



Fireside Chat: Cloudera's C-Suite Women

One of the most impactful events in FY25 was the Women+ ERG's C-Suite Fireside Chat.

This conversation, moderated by Misha D'Andrea (Learning & Enrichment Partner and Women+ ERG Leader), brought together all of Cloudera's C-Suite women leaders—Irma Laxamana (Chief Legal Officer), Amy Nelson (Chief Human Resources Officer), and Mary Wells (Chief Marketing Officer)—for an open dialogue on career growth, leadership, and inclusion.

This event provided employees with rare access to top leaders, where they gained mentorship, career insights, and real-world strategies for advancing in their careers. Topics included navigating leadership pathways, overcoming career obstacles, and leveraging ERGs as a support system.

Feedback included

“

As a new starter, I have found myself slightly plagued by imposter syndrome for the past few days, learning new systems and trying to get up to speed! It was really wonderful to hear advice on this and being told to remember I was hired because I CAN was very reassuring and important for me to hear!”

- Anonymous employee

“

I loved each person's perspective on how they overcame challenges, lessons learned, and how they continue growing, especially in their respective industries. However, there were certainly commonalities between the three panelists, which was great validation.”

- Anonymous employee

By engaging directly with leadership, employees walked away feeling more confident, inspired, and connected to the company's mission. Events like this one reinforce that ERGs are not just about affinity but also about empowerment—providing employees with the tools and visibility needed to advance their careers. As a result, this session contributed to increased ERG engagement and participation, showing that when employees see leadership invested in these spaces, they too are motivated to engage.

AAPJ Heritage Month Training: Learning, Reflection, and Allyship

In May 2024, we partnered with CultureAlly (a DEI consulting and training firm that provides organizations with educational resources, workshops, and strategic guidance to foster inclusive workplace cultures) to host a special training session in honor of Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Heritage Month. This session highlighted the history and importance of AAPJ Heritage Month, the challenges and stereotypes faced by Asian Americans and Asian communities in the workplace, and ways to foster allyship and cultural appreciation.

The overwhelmingly positive response to this event—reflected in its perfect NPS score of 100—demonstrated how impactful educational sessions can be. Employees shared that they gained new perspectives on the experiences of their AAPJ colleagues and felt more equipped to support a culture of inclusion and celebration.

Feedback included

“

This session exceeded my expectations! The facilitators brought such great energy, and I learned so much.

- Anonymous employee

“

I loved this presentation—well worth the time and incredibly insightful!

- Anonymous employee

By facilitating open and honest conversations about workplace experiences, stereotypes, and cultural identity, this session encouraged employees to become more thoughtful allies and active participants in creating an inclusive work environment.



Celebrating Culture Globally: APAC ERG Cultural Events & Traditions

Under the leadership of Ken Tabuchi (Customer Operations Manager) in FY25, our APAC+ ERG continued to build a strong sense of community across our global offices. In the past year, the APAC+ ERG started a Q3 Cultural Celebration initiative, celebrating and highlighting the significant holidays, events, and moments across the various APAC countries and cities.

The APAC+ ERG hosted more than 12 cultural events across Chennai, Singapore, Korea, China, Japan, Bangalore, Sydney, Canberra, and Melbourne, bringing employees together through celebration, fitness, and shared experiences.

Key events included

Mid-Autumn Festival Celebrations

Singapore, Japan, China

Diwali Festivities

Bangalore, Singapore, Chennai, Sydney, Canberra, Melbourne

Korea Fitness Day

Three hour hike at Cheonggye Mountain

Singapore Fitness Run

China Office 10-Year Celebration



Through these cultural and community-building experiences open to all employees, the APAC+ ERG saw their most active year yet: engaging 250+ Clouderans at events. Employees strengthened connections with their colleagues, embraced traditions from around the world, and contributed to a more globally inclusive workplace.

The continued success of these events shows that when employees cultures and traditions are acknowledged, they feel a stronger sense of belonging within the organization.

Through initiatives like leadership conversations, cultural celebrations, and educational training, employees gain invaluable opportunities to broaden their perspectives, engage in impactful discussions, and deepen their understanding of inclusion.

As we continue expanding our ERG programming, it's clear that authentic engagement, leadership involvement, and cultural education are key to strengthening our inclusive workplace culture.



The Power of ERGs: Insights from Cloudera Employee Leaders

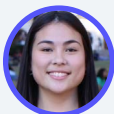
Our ERG leaders continue to play a pivotal role in driving these efforts forward. Their insights and experiences are invaluable in shaping our collective impact.

Here's what some have shared about the importance of our ERG programs and the ongoing work to foster inclusion and belonging:



“

Being involved with any ERG at Cloudera helps create a safe space, amplify voices, and foster a culture of belonging at our workplace. Now more than ever, it is important to make our voices heard and lift up those who are unable to. Being a member of any or all ERGs here at Cloudera is the first step into making our organization and world a better place.”



Paige Wilson
Sr. Associate,
Learning & Enrichment,
Cloudera

“

One of the most rewarding aspects of being involved in an ERG is the chance to help minority communities and non-profits with things like donation, volunteering, and awareness campaigns. Giving back to others is always rewarding and even more so when you can share the experience with other Clouderans as well.”



Joel Martinez
Account Executive,
Cloudera

“

For me, being involved in ERGs creates a sense of community, which has had a positive impact on my feelings of trust and engagement. I have found that these groups offer a psychologically safe space for discussion, solidarity, and support in which people can feel free to be their authentic selves.”



Antoine Burrell
Sr. Manager,
Engineering,
Cloudera

These reflections underscore the importance of ERGs in creating spaces for authentic engagement, where employees can feel supported, heard, and empowered to make a positive impact both within the organization and in the broader community.

Every ERG initiative plays a vital role in creating safe spaces where employees can discuss important topics and honor cultural traditions. Through these programs, ERGs contribute to both personal and professional growth, strengthening our sense of belonging and continuously advancing our commitment to inclusion.



Upskilling Through Learning + Enrichment

Through innovative learning programs, we strive to equip our teams with knowledge and skills to create a more equitable workplace, driving a sense of belonging. Our internal Learning + Enrichment team offers a range of meaningful learning opportunities globally, both virtually and in person.

These include instructor-led workshops, self-paced online courses, and discussion-based learning experiences on topics such as inclusive leadership, mitigating bias, allyship, and cultural competence.

These programs are available to all Cloudera employees and are facilitated by our internal team of learning experts. In addition to our open enrollment offerings, some programs are also integrated into leadership development and intact team learning experiences.

A selection of our programs includes

- **Advancing Inclusive Culture:** Designed for people leaders focusing on identity, intersectionality, and equity of experiences to build and enable inclusive teams.
- **Allyship in Action Webinar:** Explores the foundations of allyship, raising awareness and encouraging impactful action in the workplace.
- **Cross-Cultural Considerations:** Examines cultural dynamics in global interactions, enhancing communication and collaboration through immersive, scenario-based training.
- **Mentorship Workshop:** Equips mentors with the tools to empower mentees, offering guidance that inspires confidence, creates opportunities, and fosters growth.



FY25 Learning Program Highlights

7 Live Programs: Offered multiple times a year, these seven live, facilitated programs create immersive, interactive learning experiences



Conscious Leadership
118 participants
9 sessions



Advancing Inclusive Culture
135 min course > 29.25 learning hrs
13 participants
2 cohorts



Creating a Culture of Feedback
45 min > 20.25 learning hrs
27 participants
2 sessions



Running Impactful Meetings
90 min course > 130.5 learning hrs
87 participants
8 sessions



Mentorship
60 min course > 96 learning hrs
96 participants
6 sessions



Allyship in Action Webinar
90 min webinar > 133.5 learning hrs
89 participants
1 session



Interviewing Excellence Certification
120 min course* > 84 learning hrs
42 participants
7 cohorts

*7 Live Programs offered do not include self-paced supplemental learning provided

FY25 learning program highlights

8 Asynchronous Offerings:
Flexible, self-paced learning
programs designed to accommodate
diverse learning preferences and
schedules.

Cross-Cultural Considerations
16 participants

Journey into Allyship
25 participants

Ageism in the Workplace
4 participants

Intro to DEI at Cloudera
57 participants

Pay Equity at Cloudera
26 participants

Psychological Safety
16 participants

Mentorship Essentials
18 participants

Ally Activation Challenge
94 participants



Participants across
all programs

721



Learning + Enrichment Program Feedback

“

Thank you for this wonderful workshop! The video clip was a perfect example for Intent vs. Impact. I loved the discussion in the breakout room and it really helped me to understand different perspectives and assumptions that an individual can take.”

- Conscious leadership attendee

“

I feel this session is good for all employees. It really allows everyone to think about the relationships we have with our leaders and even with ourselves. There was a lot of [self-reflection] that I experienced in this course which was refreshing. It started with understanding the difference between intent and impact.”

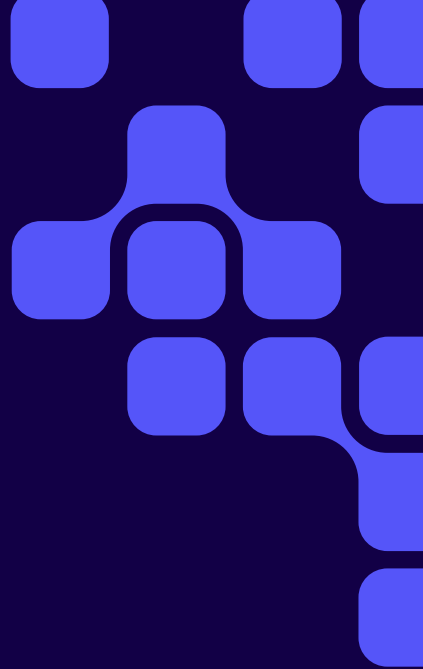
- Conscious leadership attendee

“

Meetings are essential in today's workplace. This session offered valuable insights on tools and techniques for conducting effective meetings while ensuring inclusivity for all team members. I particularly appreciated the focus on inclusivity and the opportunity to analyze a realistic scenario.”

- Running impactful meetings attendee





| Enriching Cloudera's Communities

Cloudera Cares

Giving back is at the core of our culture. Through Cloudera Cares, our employee engagement and giving program, we empower Clouderans to positively impact the communities where they live and work.

This program encourages our employees to give and volunteer, supporting organizations that they care most about, including organizations that are shaping the future of technology with a focus on equity and representation. Our ambassadors, a global team of employees who volunteer their time, play a key role in promoting community events and amplifying our collective impact. These efforts are deeply aligned with our commitment to inclusion and our mission to drive meaningful and positive change. Cloudera Cares outperforms other corporate giving programs, with 36% of our total employee base participating in FY25 (compared to the industry benchmark of 31%).

Employee benefits



Paid Volunteer Time

8 hours of paid time off to volunteer each year



Matching Gifts

Cloudera matches donations up to \$500 per employee annually



Dollars for Doers

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



New Hire Donation Credit

Each new hire receives a \$25 donation credit to support the cause of their choice

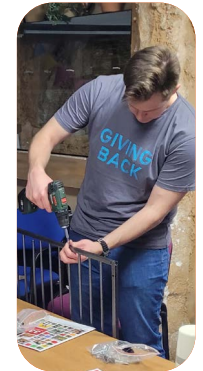
Signature initiatives

Season of Service

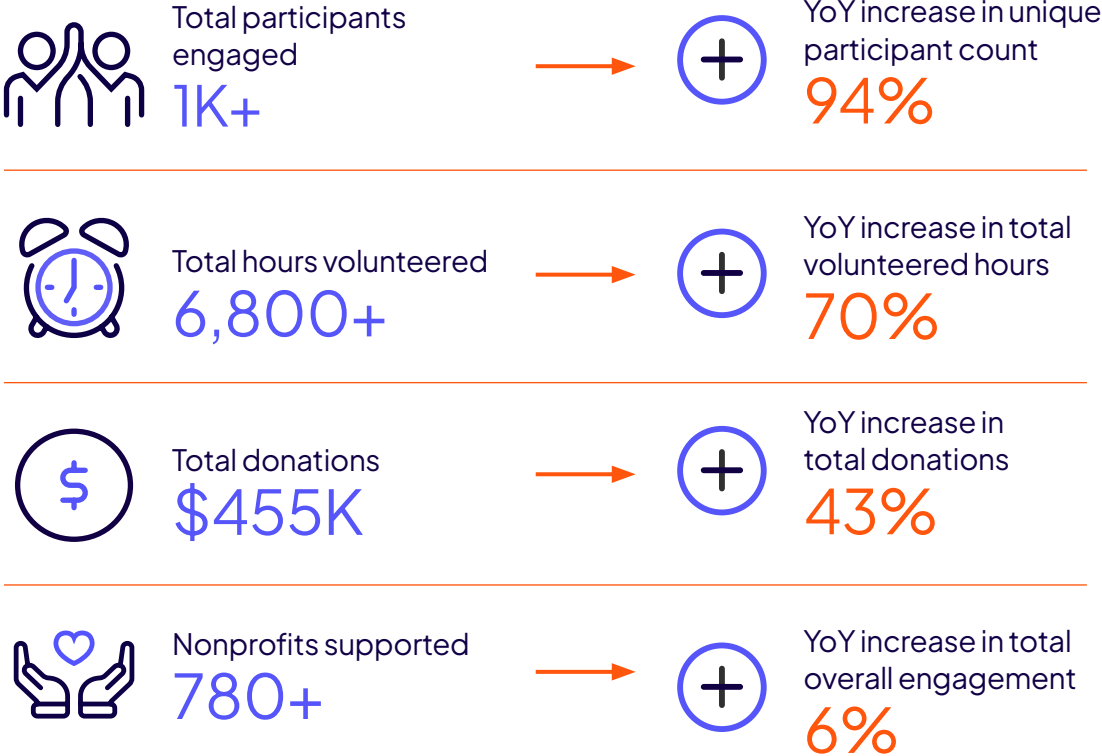
A month-long initiative where employees give back through volunteering and community events in July.

Week of Giving

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



FY25 Cloudera Cares Highlights



In addition to encouraging employees to volunteer their time supporting causes that matter most to them, Cloudera also partners with several organizations directly, such as CareerVillage.

CareerVillage is a nonprofit organization that provides career advice to underrepresented youth via an online platform. In the spirit of making giving back a core part of our culture, Cloudera runs a volunteer activity with every new hire during their orientation to answer student questions from their platform.

Our partnership with CareerVillage also provides us the opportunity to have several hosted volunteer events throughout the year, which we leverage for team events and for our Season of Service and Week of Giving initiatives.

Program results

Summer of Service – inaugural year

Donated
\$10K+

Hours volunteered
400+

Volunteers
200+

Week of Giving

Donated
\$96K+

Hours volunteered
1,160+

Volunteers
600+



Cloudera Cares Feedback

“

Please keep this up, one of the most wonderful things we do here.”

- Employee in United States

“

The ability to make a modest but real difference while working with colleagues on causes that have a higher and better purpose helps us as people, builds teamwork, and helps our larger communities.”

- Employee in United States

“

I am able to be part of the bigger purpose. Seeing lives getting changed makes all the hard work worth it.”

- Employee in India

“

The leadership's support and all the help from the team back end keeps me motivated and engaged in the program.”

- Employee in China

“

The times that I have been able to contribute I have really been motivated by the stories and being able to see the changes and impact that Cloudera makes.”

- Employee in United States

“

I like the opportunity to partner with some amazing local charities and it is a great learning experience and way to raise awareness in the local community.”

-Employee in Ireland

The Power of AI for Good

In FY25, Cloudera launched a partnership with Mercy Corps, a leading global organization working with communities in over 40 countries affected by crisis, disaster, poverty, and climate change to address urgent needs and develop long-term solutions for lasting change.



The power of AI is limitless, and our work with Mercy Corps and Tech To The Rescue's AI for Changemakers program is just the tip of the iceberg for what's possible when we leverage AI to solve societal challenges. It's more than just using technology for social impact – it's about helping organizations build the skills and capacity to leverage AI to create real-world value and lasting change."



Manasi Vartak
Chief AI Architect,
Cloudera

The collaboration was formed through Cloudera's participation in Tech To The Rescue's AI for Changemakers program to advance the precision and effectiveness of Mercy Corps' aid and distribution technology.

In regions like the Middle East and Africa, agricultural crises can quickly become humanitarian disasters, threatening millions of lives. Despite this urgency, humanitarian organizations often struggle to access timely, accurate data to anticipate and respond effectively to minimize the impact of these crises.

To help close this gap, Cloudera partnered with Mercy Corps to develop the AI Methods Matcher tool. Cloudera donated its AI Inference solution and professional services to build this AI-powered solution for Mercy Corps.

Methods Matcher can summarize, reference, and recommend research, best practices, and data-driven crisis responses for global humanitarian aid experts. It equips Mercy Corps' field teams with examples of relevant AI projects successfully executed in other regions, giving them insight into analyses for program design, implementation, and decision-making.

In recognition of Cloudera's support of Tech To The Rescue and what is possible when technology meets purpose, Tech To The Rescue awarded Cloudera the esteemed Golden Tech For Good Badge 2024. This award is granted to companies engaging in pro-bono technical support and innovation to achieve global impact.



Our partnership with Cloudera has enabled us to deploy an AI solution with unprecedented precision and speed, empowering us to meet our organizational commitments to delivering life-saving aid using innovative, evidence-based methods. Cloudera's commitment to supporting our team with the power of AI will help us to respond to crises faster and make critical, data-driven decisions when it matters most."



Alicia Morrison
Director of Data Science,
Mercy Corps

Teen Accelerator Program

Cloudera understands that building a more inclusive and equitable workforce starts with investing in today's students, especially those who may lack access to resources. The Teen Accelerator Program is an immersive mentorship and internship program designed to provide underserved high school students with access to careers in technology.

Through partnerships with three Boys and Girls Club of America chapters across California, Tennessee, and Texas, we offer students opportunities for personal and professional development. The program focuses on equipping students with essential skills to prepare them for their future careers. This includes building resumes and navigating the job application process.

Employees have the opportunity to personally impact the lives of these students by signing up to be a mentor for 1:1 mentorship over the course of 8 weeks at the beginning of the year, or to be an intern manager during a 6 week internship in the summer.

To measure our impact, we survey our participants before and after the program to track their confidence in pursuing career opportunities and achieving their goals. We have found that many leave our program feeling a sense of accomplishment and better understanding of the tech workforce, measured through pre and post survey results.

Specifically, student participants felt increased confidence in creating a resume, applying for a job and preparing for interviews, and communicating professionally. Interns reported having an improved understanding of the potential career paths they wanted to explore, readiness to enter the workforce, and business professionalism as a direct result of the program.

FY25 Teen accelerator program highlights



Students mentored
15



Student interns
6



Cloudera mentors
and intern managers
23



NPS for the
mentorship program
75



NPS for the
internship program
100

Teen Accelerator Program Feedback

“

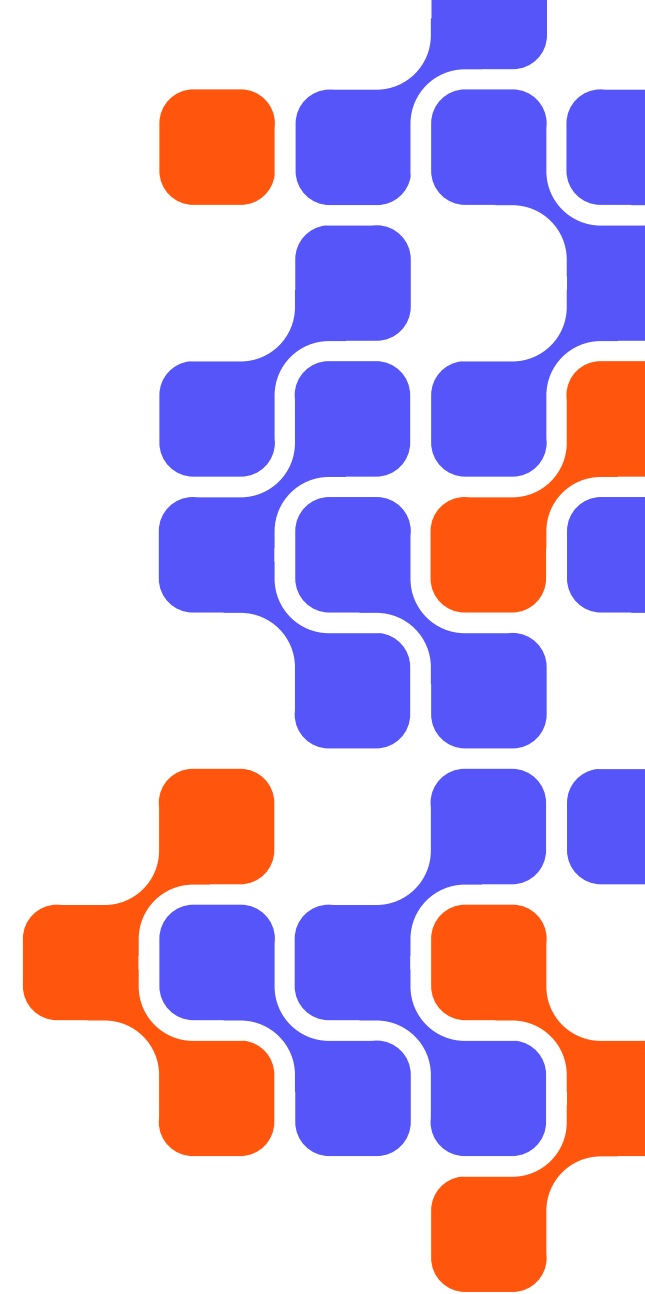
This internship always reminds me that I shouldn't be scared of entering the workforce. In Cloudera, I was able to create so many invaluable friendships and truly learn about what I'm passionate about. Cloudera is such a special place not only for the engaging work I got to be involved in but also for the people who are always willing to help me. This internship has defined who I am as a person and will continue to shape my future. I hope to be a success story from Teen Accelerator and I will always attribute my achievements to my time spent at Cloudera.”

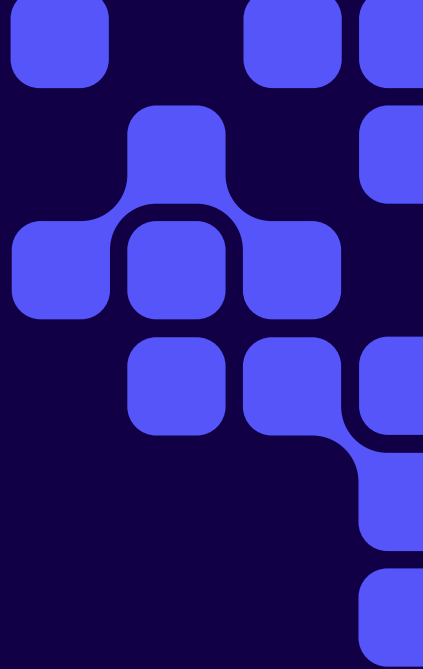
- A Teen Accelerator Program student intern

“

It is so powerful what intentional time can do for development at any stage and age. The growth in my student from week one to the end of the program was huge, and I also learned so much about how to effectively communicate, learn, listen, and grow from someone who is vastly different than myself.”

- A Teen Accelerator Program employee mentor





Advancing Equity in the Workplace

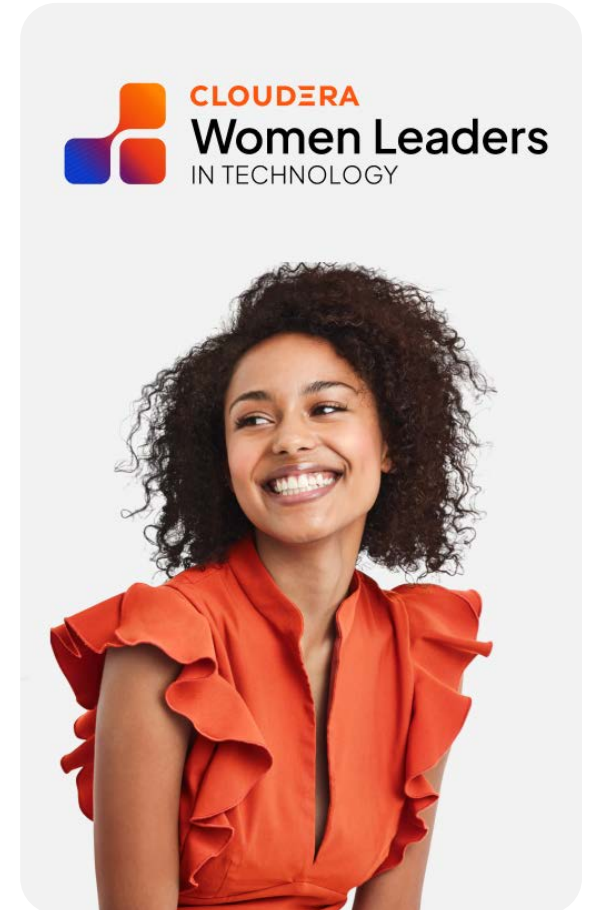
Women Leaders in Technology

Cloudera launched the Women Leaders in Technology (WLIT) initiative in October 2024. WLIT is a global program open to all employees, customers, partners, and allies committed to fostering meaningful connections and learning across the technology industry.

Additionally, it's a platform for advocating for policies and programs that drive real change, helping to build a stronger, more inclusive workforce.

By nurturing and leading these conversations, WLIT aims to serve as a model for other organizations, encouraging them to embrace similar initiatives to address these critical issues. What makes WLIT particularly unique is that it is not confined to Cloudera or limited to an internal audience; it is an industry-wide initiative designed to bring together people across the tech sector, fostering a collective commitment to inclusivity and progress. These efforts are supplemental to the important work of our internal-facing employee resource groups.

Cloudera WLIT held its first event at our EVOLVE24 conference in New York in October, where a panel of leaders from across the technology industry convened to discuss their professional journeys. Panelists included Manasi Vartak of Cloudera, Nichola Hammerton of Deutsche Bank, and Melissa Dougherty of AWS. The moderator of the discussion was Zoya Hasan of Forbes, who covers young leaders and the Forbes 30 Under 30 lists, including U30 U.S., Europe, and Local.



Since launching, the WLIT program has cultivated a LinkedIn community of 200+ people and engaged over 50 leaders in meaningful in person events. In addition, WLIT-related content has accumulated 26,285 impressions and 1,123 total engagements across Cloudera's corporate social media channels. Finally, an episode of Cloudera's AI Forecast podcast featuring a member of WLIT was the highest performing episode of the year with 151 downloads.



By nurturing the connections and conversations that emerge from Women Leaders in Technology, we aim to serve as a model for other organizations, encouraging them to embrace similar initiatives to address these critical issues."



Mary Wells
Chief Marketing Officer,
Cloudera

[Learn more](#) about how you can get involved with Cloudera's Women Leaders in Technology.

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. We regularly review our compensation practices to ensure fairness, transparency, and alignment with our values. We are proud to have been certified as a Fair Pay Workplace for the last two years.

Achieving this certification required thorough evaluation of our pay data and practices, as well as our commitment to maintaining a fair pay workplace. It is a testament to our dedication to compensating employees fairly and equitably.



Cloudera is dedicated to creating a workplace where everyone feels valued and respected. Equitable pay is a cornerstone of this commitment and it ensures that employees are compensated fairly for their contributions, regardless of gender, race, ethnicity, or other protected characteristics. I am thrilled that Cloudera is being recognized for a second year in a row for our progress in this area.”



Amy Nelson
Chief Human
Resources Officer,
Cloudera



Conclusion

As I reflect on this incredible year, I am truly inspired by the collective impact we have made together. Through initiatives and a focus on social impact, we have strengthened our culture of belonging, empowered our communities, and deepened our commitment to creating meaningful change.

Data can tell a compelling story, and at Cloudera, we use data to measure our progress and make strategic decisions in all areas including our commitment to initiatives that drive inclusivity and impact.

From groundbreaking inclusion programs to our unwavering dedication to service, our employees have shown that when we come together with purpose, we can drive real progress—both within Cloudera and beyond. This year's milestones are a testament to our shared values and the power of action.

While we celebrate these achievements, we recognize that the work is never done. As we look ahead, we remain committed to fostering an inclusive, equitable, and socially responsible future—one where every voice is valued, and every action makes a difference.



Sincerely,

Ashton Stockstill

Director, Diversity, Equity
and Inclusion

Appendix: Additional Resources

Read more about Cloudera's impact efforts in these blogs

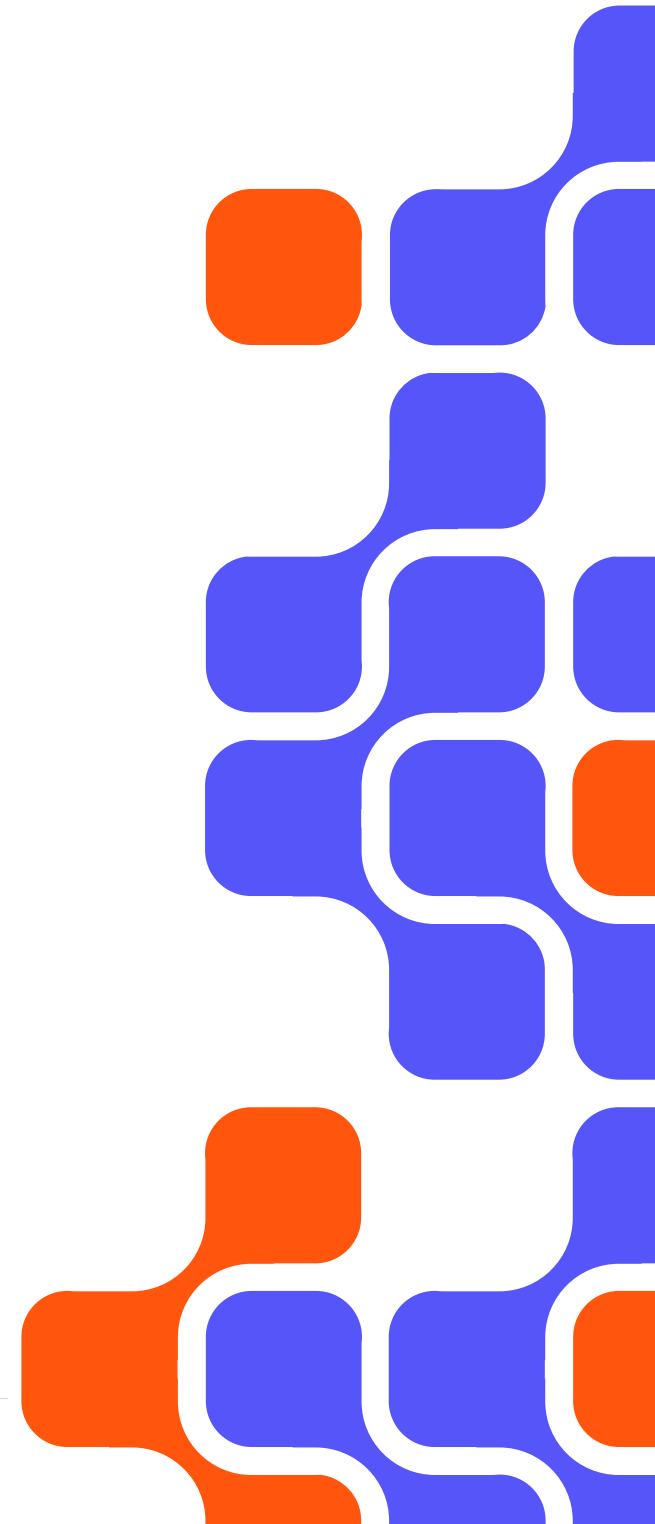
- [Strengthening Cloudera's Commitment To Corporate Equality](#)
- [Certified Fair Pay Press Release](#)

Check out Cloudera's [Supplier Diversity Policy](#)

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

- [WLIT LinkedIn](#)
- [WLIT Website](#)

Get more information about Diversity, Equity and Inclusion at Cloudera on our [DEI Website](#)



About Cloudera

Cloudera is the only true hybrid platform for data, analytics, and AI. With 100x more data under management than other cloud-only vendors, Cloudera empowers global enterprises to transform data of all types, on any public or private cloud, into valuable, trusted insights. Our open data lakehouse delivers scalable and secure data management with portable cloud-native analytics, enabling customers to bring GenAI models to their data while maintaining privacy and ensuring responsible, reliable AI deployments. The world's largest brands in financial services, insurance, media, manufacturing, and government rely on Cloudera to be able to use their data to solve the impossible—today and in the future.

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