



# STRENGTHEN THE WORLD'S CYBER RESILIENCE

Accelerate your impact.

**COHESITY**



# AT COHESITY, WE MOVE FAST, THINK BIG, AND ACT WITH PURPOSE.

As cyberthreats rise, our mission is to protect, secure, and unlock insights from the world's data.

We operate as One Team—driven by bold innovation, speed, and a culture of belonging, accountability, and impact.



**JOIN US AND HELP SHAPE ONE OF THE  
MOST CRITICAL MISSIONS OF OUR TIME.**





# THE COHESITY EXPERIENCE



## INNOVATE TO ELEVATE

Our high standards and bold goals keep us focused on what's next. From AI-powered threat detection to multi-cloud security, we lead the charge in cyber resilience.

### ELEVATING THE INDUSTRY

Over 13,500 enterprise customers, including nearly 70% of the Global 500, rely on Cohesity to strengthen their resilience while providing Gen AI insights into their vast amounts of data.

Cohesity is also backed by partners such as NVIDIA, Amazon, Google, IBM, Cisco, and HPE and has been named a leader by multiple analyst firms and has been **globally recognized** for Innovation, Product Strength, Simplicity in Design, and **our culture**.

### ENCOURAGING INNOVATION THROUGH PATENTS

At Cohesity, we empower every employee to turn bold ideas into patents—with support, recognition, and rewards for fueling innovation and growing our portfolio.

### GROW THROUGH MEANINGFUL CONNECTIONS

At Cohesity, you're joining a network of innovators shaping the future of data security. We offer meaningful ways to connect, grow, and showcase your expertise, including:

- **Leadership, Sales & Marketing Kickoffs:** Company-wide events to align on strategy and build relationships.
- **Hackathons:** Hands-on collaboration to solve real problems.
- **Industry Conferences:** Engage at top events like RSA Conference (RSAC), NVIDIA GTC, AWS re:Invent, and Microsoft Ignite, to stay ahead and expand your network.



# THE COHESITY EXPERIENCE

## ACCELERATING PERFORMANCE & GROWTH

We've built a culture of continuous learning, personalized development, and real-time feedback that fuels forward momentum.

### FEEDBACK THAT FUELS GROWTH



#### Embedded Learning

Gain new skills through projects, collaboration, and formal programs, all in a feedback-rich environment.



#### Career Pathways

As our business grows, so can your role. We support internal mobility with clear paths and mentorship to help shape your journey.

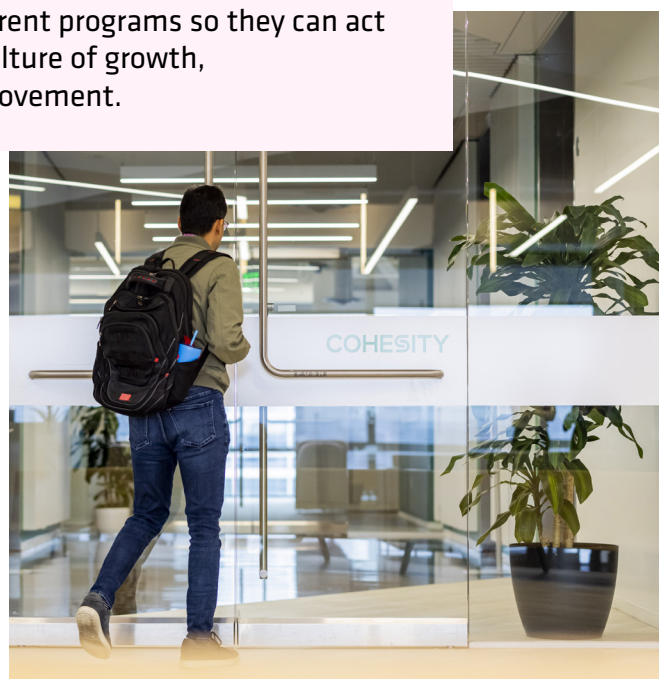


#### Empowering Leadership & Emerging Talent

We empower our leaders through different programs so they can act as coaches and mentors, fostering a culture of growth, experimentation, and continuous improvement.

### FUTURE TALENT

We also invest in future talent. Interns and new grads gain real-world experience through structured onboarding, hands-on projects, and mentorship via programs like Campus to Corporate, setting the stage for long-term success.



# THE COHESITY EXPERIENCE

## ★ FOSTER BELONGING TO THRIVE

### WHEN YOU BELONG, WE ALL THRIVE. AT COHESITY, WE WIN AS ONE TEAM.

Cohesity is a place where—regardless of background or identity—every voice matters, every identity is celebrated, and collaboration fuels our innovation.

### BELONGING FRAMEWORK

Together, we're building a workplace where each voice contributes to our success, shaping a future where every employee feels:

Seen

Connected

Supported

Proud

### AT COHESITY YOU'LL FIND YOUR COMMUNITY

You'll find community through 40+ employee-led Belonging Communities, designed to reflect the diverse ways people connect across roles, regions, and teams.

- **Culture Communities:** Celebrate identity and lived experiences (e.g., Black, Latinx, LGBTQ+, Women, Veterans, Accessibility).
- **Purpose Communities:** Unite employees around shared values like wellness, giving back, and sustainability.
- **Location Based Communities:** Build local connections through in-person events.
- **Social Communities:** Bond over shared interests, from music and photography to pets and parenting.

### ACTIVATING CULTURE LOCALLY: SITE LEADERSHIP PROGRAM

In our offices around the world, site leadership brings our culture to life through local events and engagement to create office environments where employees feel connected and proud.

#### Future-focused summit

In June 2025, the Co-Leads of our Culture and Purpose Belonging Communities gathered at HQ for a future-focused summit. They strengthened global alignment, built cross-community connections, and shaped bold plans for FY26. The experience included two HQ-wide events and resulted in 1 collective plan for impact—a reminder that when we invest in community leadership, we don't just build connection, we activate culture.





# THE COHESITY EXPERIENCE

## LIVING OUR VALUES

Culture is how we work and win together. At Cohesity, we don't just talk about values—we live them. Our RADIO values and five guiding behaviors shape how we lead, collaborate, and operate with each other.

### RADIO VALUES

- **Respect and integrity:** Do the right thing, even when no one is looking.
- **Authenticity:** Embrace what makes you unique and able to contribute positively to Cohesity.
- **Deliver:** Execute with speed to honor the commitments you make to partners.
- **Innovation:** Push the boundaries of what's possible to break through limits.
- **Customer Obsession:** Exceed customer expectations every day.

### GUIDING BEHAVIORS

- **Act like an owner:** Being accountable for our actions and approaching all that we all do with pride, integrity, and sustainability in mind.
- **Fail forward:** Cultivating a culture where mistakes are seen as opportunities for learning and growth.
- **Operate as one team:** Ensuring collaboration and unity across teams with a shared sense of purpose towards achieving common goals.
- **Embrace change:** Recognizing change as essential for growth and adaptation and being open to new ideas to foster transformation.
- **Foster belonging:** Creating an environment where everyone feels seen, connected, supported, and proud.



### HOW WE LIVE OUR VALUES

- **Recognition:** Employees and Teams are celebrated for living our values through awards, shoutouts, and company-wide spotlights.
- **Performance & Feedback:** Values are embedded in check-ins, reviews, and growth conversations—not just what you achieve, but how.
- **Leadership:** Leaders model our values through ownership, transparency, and inclusion, and are held accountable for fostering a values-driven culture.

# THE COHESITY EXPERIENCE

## →))) MULTIPLYING OUR IMPACT

At Cohesity, impact goes beyond our products. We're committed to doing what's right for people, communities, and our planet.

### SUSTAINABILITY IN ACTION

We focus on four key areas:

- **Operational Footprint**  
Reducing environmental impact across our operations.
- **People & Communities**  
Supporting employee wellbeing and making a positive local impact.
- **Product Sustainability**  
Designing solutions that help customers meet their sustainability goals.
- **Governance**  
Upholding ethics, transparency, and accountability.

### GIVING BACK

- **Volunteer Time Off (VTO)**  
Every employee gets 40 hours annually to support causes they care about—from mentoring to crisis relief.
- **Environmental Commitment**  
We measure and strive to reduce emissions, plan to reach 100% renewable electricity for global operations, and uphold strong sustainability governance.





# THE COHESITY EXPERIENCE

## A HOLISTIC REWARDS PACKAGE

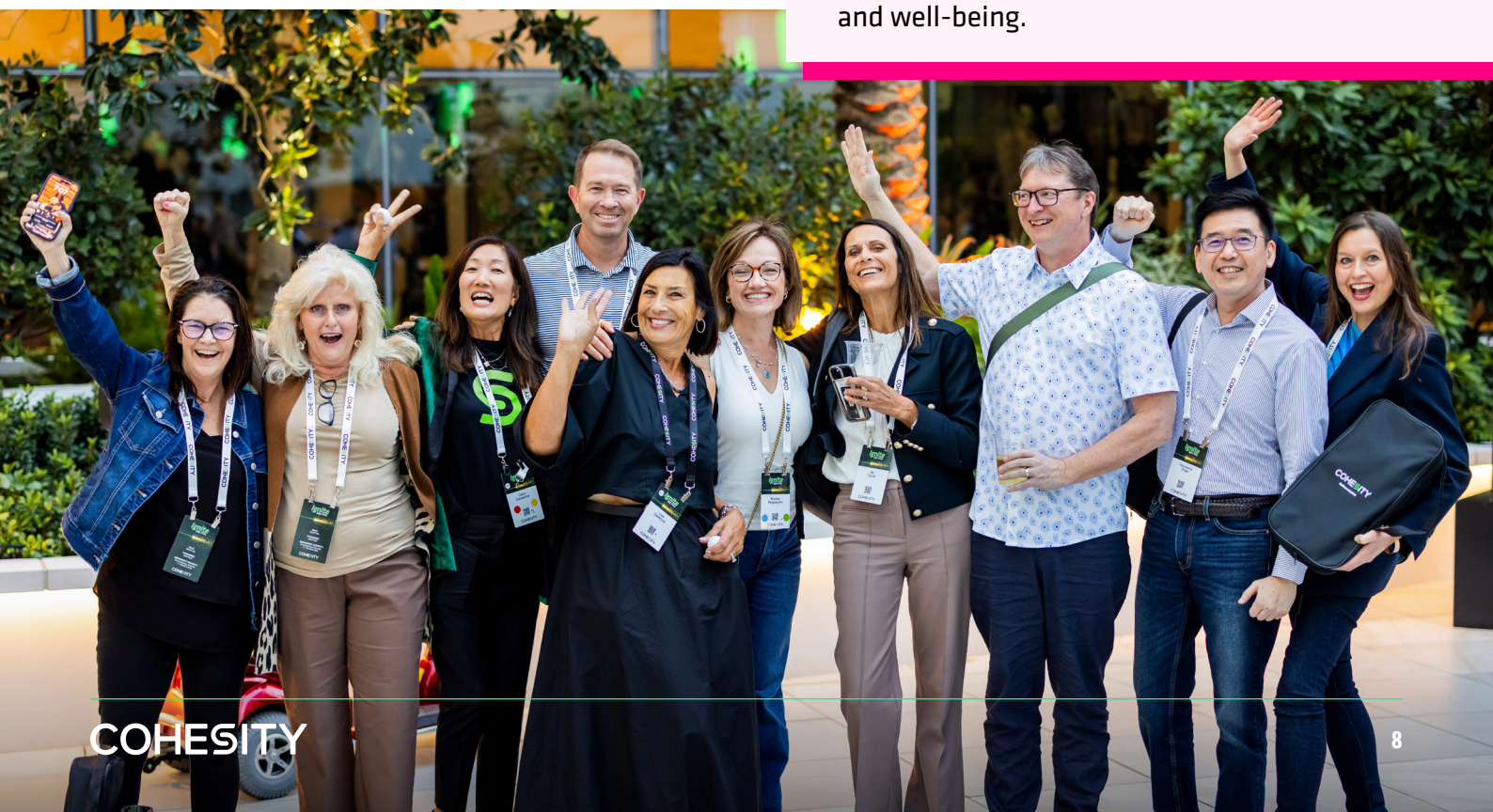
Your work matters, and so does your wellbeing. We offer a competitive, holistic rewards package that supports balance, flexibility, and growth, so you can thrive at work and beyond.

### CORE BENEFITS

- **Health Coverage:** Medical, dental, vision, and prescriptions (varies by region).
- **Retirement Plans:** 401(k); RRSP, and regional pension programs, plus financial tools via Global EAP.
- **Equity:** Eligible employees may receive RSUs.
- **Time Off:** Paid leave for rest, family care, bereavement (including pets), holidays, and civic duties.
- **Refresh Days:** Company-wide paid days to unplug and recharge.
- **Flexible Work:** Hybrid options where available.

### SUPPORTING THE WHOLE YOU

- **Employee Assistance Program (EAP):** Confidential support for personal and work challenges.
- **Tuition Reimbursement:** Invest in your education and growth.
- **Wellness Allowance:** Covers fitness, emotional, and self-care expenses.
- **Family & Life Care:** Support for IVF, surrogacy, adoption, menopause, and more.
- **Paid Parental Program:** Up to 24 weeks maternity and 12 weeks paternity, with benefits tailored to each country's local regulations and practices.
- **Neurodivergent-Inclusive Support:** Resources for parenting, career growth, and well-being.





**SECURE A CAREER YOU LOVE**  
**[cohesity.com/careers](https://cohesity.com/careers)**

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