



## ENVIRONMENTAL POLICY

Red Hat is committed to providing a workplace that is safe and healthy for people and the planet, and to evolve its business activities, including operations, procurement, and products to conserve natural resources and protect the environment. Red Hat's environmental approach coupled with our core values of freedom, courage, commitment, and accountability are the foundation for the following corporate objectives:

- Provide a safe and healthful workplace and help ensure that appropriate personnel are properly trained and have appropriate safety and emergency equipment.
- Source environmentally-responsible durable and consumable goods and reuse them where possible.
- Operate an efficient real estate portfolio, prioritizing space optimization, efficient buildings, environmentally responsible construction, renovation and decommissioning standards, and data collection and analysis.
- Develop a holistic approach to sustainability (taking into account recognized frameworks) that includes business travel, procurement, branded marketing items, and associate engagement.
- Develop and market products that enable customers to monitor their energy consumption as a tool in their sustainability journey.
- Develop and improve operations to minimize waste; prevent air, water, and other pollution; dispose of waste safely and responsibly; and minimize health and safety risks.
- Grow the responsible use of energy throughout our business, including conserving energy, improving energy efficiency, and giving preference to renewable over non-renewable energy sources when feasible.
- Work with partners and customers to apply Red Hat technology, where appropriate, in addressing sustainability issues.
- Educate and provide opportunities for Red Hat associates to positively impact the environment through volunteerism and the application of their personal and professional knowledge.
- Meet or exceed applicable government requirements and voluntary requirements to which Red Hat subscribes.
- Strive to continually improve Red Hat's Environmental Management System (EMS) document and performance, and issue progress reports to the general public through regular reporting.
- Provide oversight of our environmental goals, plan and progress through a governance structure led by the Sustainability Leadership Team, reporting to the CEO Staff and supported by the Sustainability Working Group.