



CITRIX OCCUPATIONAL HEALTH AND SAFETY STATEMENT OF INTENT

Citrix is committed to promoting occupational health and safety to the highest standards throughout its business, ensuring the health and safety of all employees, contingent workers, contractors, visitors, and our communities. It is the company's intention that its activities are carried out in accordance with relevant local legal and regulatory requirements, while ensuring the reduction of risk at our sites.

Citrix seeks to continuously improve its health and safety performance and create a culture that values everyone's safety and well-being. We are each individually and collectively responsible for ensuring a safe environment.

To deliver our commitments we will:

- Meet or exceed applicable legal requirements. Where laws and regulations do not provide adequate controls, we will adopt our own standards to protect our workers
- Identify risks arising from work activities and deploy preventative measures to minimize them
- Engage the workforce in the promotion and achievement of high standards of occupational health and safety performance through collaboration with employees
- Report and investigate all accidents, near misses, and work-related ill health for the identification of potential systemic failures and establish measures to prevent reoccurrence
- Ensure any business decisions consider the impact of health and safety of those affected
- Communicate the company's health and safety policy and programs to all Citrix employees, contingent workers, contractors, visitors, and other stakeholders

While accountability for the Health and Safety Management Program rests with the senior leadership team, each employee has an individual responsibility to understand and follow our Health and Safety policy and to actively participate in training and programs to ensure our goals are achieved. We want to empower everyone in the Citrix community to be accountable for their own safety and the safety of their colleagues, so they can confidently work anywhere any time.

The Global Health and Safety Team will be supporting the development and implementation of a business-focused Health and Safety strategy, with an aim of continuous improvement.

Tony Gomes
Executive Vice President & Chief Legal Officer

Signature *Antonio Gomes*
Antonio Gomes (Sep 23, 2021 12:04 EDT)

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