



MODERN SLAVERY, FORCED LABOR AND HUMAN TRAFFICKING STATEMENT

2023 REGISTRY YEAR



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INTRODUCTION

DETAILING THE 2023 REGISTRY YEAR, FROM 1 OCTOBER 2021 TO 30 SEPTEMBER 2022

F5 believes all people are entitled to free, safe, and healthy living and working environments. In pursuit of these standards, F5 has been working to ensure our company and supply chain meet the requirements set in our Code of Conduct.

ABOUT F5

F5 (NASDAQ: FFIV) is a multi-cloud application services and security company committed to bringing a better digital world to life. F5 partners with the world's largest, most advanced organizations to secure and optimize every app and API anywhere—on premises, in the cloud, or at the edge. F5 enables organizations to provide exceptional, secure digital experiences for their customers and continuously stay ahead of threats.

F5 was incorporated in 1996, and our headquarters is in Seattle, Washington. F5, Inc. and its subsidiaries¹ operate worldwide and are collectively known as F5. F5, Inc. and its consolidated subsidiaries share the same core business operations and supply chains, as well as the modern slavery policies, processes and risks further described in this statement. F5, Inc. therefore provides this statement for itself and on behalf of certain foreign subsidiaries that are directly covered by a disclosure obligation in their respective jurisdictions. Currently this includes F5 Networks Australia Pty. Ltd, pursuant to the Commonwealth Modern Slavery Act 2018, and F5 Networks Ltd. of the UK Modern Slavery Act 2015. Through this statement, F5 also satisfies its obligations pursuant to the California Transparency in Supply Chains Act of 2010.

As of the end of F5's fiscal year 2022, which ended on September 30, 2022, F5 had 7,089 employees located in 46 countries. F5 follows both international guidelines as well as best practice at local sites with regard to employee verification, hiring, compensation, and other human resources practices. Given the nature of F5 operations, we have determined that F5 employees are at a low risk of being victims of human trafficking, and that it is our manufacturing supply chain that represents our most significant risk.

¹ A complete list of F5's subsidiaries, as of the end of the fiscal year ended September 30, 2022, can be found in Exhibit 21.1 to F5's Form 10-K, filed with the US Securities and Exchange Commission on November 14, 2022.



POLICIES

[F5 Code of Conduct](#)

[F5 Partner Code of Conduct](#)

[Flex \(F5's Manufacturing Partner\) Supplier Code of Conduct](#)

[F5 Anti-Human Trafficking Policy](#)

[Additional F5 Policies](#)

REPORT UNETHICAL BEHAVIOR OR PRACTICES

Whenever there are any concerns or questions relating to the F5 Code of Conduct or any applicable laws we encourage such concerns or questions to be raised and discussed with relevant F5 managers or any F5 leader.

If, however a concern or question involves an observation of misconduct or is a matter which requires investigation we ask that a report is made to one of the following Company Resources:

- Human Resources Business Partners
- Company's General Counsel
- Company's VP of Business Integrity
- Company's Compliance Managers (or by sending an email to Compliance@F5.com)
- Business Integrity Hotline:
 - Online at f5.ethicspoint.com
 - By phone by calling (855) 409-0974. For a list of phone numbers outside the U.S., go to f5.ethicspoint.com

If preferred, known or suspected violations can be reported anonymously, if allowed by local laws

OUR SUPPLY CHAIN

F5 does not maintain our own facilities for hardware production or repair, but rather uses a contract manufacturer and a contract for service and repair facility.

Our supply chain consists of a global network of electronic component suppliers, with final product assembly completed by Flex in Guadalajara, Mexico and Zhuhai, China and finished product shipping from Milpitas, California, USA and Zhuhai, China. Flex is an active member of both the Responsible Business Alliance (RBA) and the Global Business Initiative on Human Rights, and as such, maintains rigorous ongoing compliance programs and undergoes regular audits. Repair facilities are both located in California, USA.



Purchasing of components for F5 production is done primarily through Flex. However, as F5 maintains design control, we conduct our own risk assessments on the suppliers specified into our products. As part of the purchasing agreement signed with Flex, suppliers purchased by Flex for use in F5 products agree to meet the requirements of the RBA Code of Conduct. Beyond a small subset of suppliers that have met the requirements of being a Flex preferred supplier, minimal auditing is done to ensure these suppliers meet these requirements. We have determined this is a significant area of risk and have factored it in to our risk assessment matrix.

In some cases, F5 does directly purchase from some suppliers and provide those parts to Flex for use in our products. This represents the minority of the components used in our hardware and is primarily only parts which require significant customization. In these cases, F5 includes in purchasing contracts that suppliers must meet the requirements of the RBA Code of Conduct. While we maintain control over these contracts, due to the production locations of these suppliers, we have determined these suppliers to be at a moderate level of risk for human trafficking.

ACTIONS

ONGOING RISK ASSESSMENT

As part of our overall supplier compliance program, each manufacturing supplier is scored yearly according to a variety of environmental and social compliance criteria, including any management systems, certifications, supplier headquarters and factory locations, and contracts in place. The risk assessment rating (Low, Medium, and High) represents a subjective score encompassing a likelihood of noncompliance issues across a variety of environmental and social regulations, including human trafficking.

CONFLICT MINERALS DUE DILIGENCE

As a publicly traded US company, F5 is obligated to conduct supply chain due diligence in line with the Dodd-Frank Act. F5 uses the Conflict Minerals Reporting Template (CMRT) as the primary means of supply chain communication. A link to our completed conflict minerals report is available in the “Links to relevant information” section of this document. While conflict minerals due diligence is a key piece of our human trafficking efforts, it is only one specific piece of it.



SELF-ASSESSMENT USING STRT

All F5 hardware suppliers are queried annually using the Slavery and Trafficking Risk Template (STRT). The STRT is designed to mimic the CMRT in both ease-of adoption for suppliers and in having data checks for validation built in. Our suppliers respond to the STRT through Assent Compliance. Together with our proprietary sustainability survey also run through Assent Compliance, this is the primary effort undertaken for modern slavery due diligence.

INDUSTRY COLLABORATION

In 2022, F5 also joined the Responsible Business Alliance, to collaborate to improve working and environmental conditions and business performance through leading standards and practices with other industry members, suppliers and stakeholders.

ACCOUNTABILITY

F5 takes any breach of our codes of conduct or contractual compliance requirements very seriously. We work with suppliers to develop corrective action plans with set timelines and objectives as appropriate given the specific concern.

TRAINING

Through our partner Assent Compliance, training is made available to all manufacturing suppliers regarding F5's compliance requirements, as well as the documentation required to demonstrate conformity. In addition, Assent offers support to suppliers for both reporting and corrective actions for certain risks found.

All F5 employees complete annual training on the F5 Code of Conduct. Though this code does not explicitly cover human trafficking, it does address bribery, corruption, health and safety, discrimination and harassment and other areas of labor compliance. F5 does not provide specific training for F5 employees around recognizing and reporting human trafficking or slavery.

Our contract-to-manufacture partner, Flex, does provide training to all employees that covers forced labor and human trafficking.



RESULTS AND RISKS

During our fiscal year 2022, our efforts did not uncover conclusive evidence of human trafficking in our supply chain. However, significant data gaps still exist, as not all suppliers completed self-assessments. Due to the complex nature of the supply chain, coupled with lax laws and oversight in many countries, there exists risk that forced labor, including debt bondage, excessive recruitment fees, document withholding, and others may take place. Our primary focus remains on improving visibility to risks at our direct suppliers, with the understanding that our supply chain is much deeper than those direct suppliers, and better due diligence is needed to uncover issues at those companies supplying our suppliers.

Our focus during fiscal year 2023 will be on improving the percentage of our suppliers responding to the STRT request. This is our primary metric of completeness for our efforts.

NEXT STEPS

F5 will work to increase the number of suppliers responding to the STRT, improve our internal risk assessment of our suppliers and strengthen the contractual requirements for our suppliers. In addition, we will continue to work to keep our policies and practices up to date and expand our efforts to communicate those to our employees and business partners.

ADDITIONAL INFORMATION

REPORTS

[F5 hardware compliance and certification documentation](#)

[F5 2022 Conflict Minerals Report](#)

[Flex \(F5's Manufacturing Partner\) Forced Labor and Human Trafficking Statement](#)

[F5 2022 Annual Report](#)

[F5 2022 Environmental, Social & Governance \(ESG\) Report](#)



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APPROVAL BY F5 INC. BOARD OF DIRECTORS

October 19, 2023

Approved by

/s/ Mike Dreyer

Michael Dreyer

Director and Chair of the Nominating and Environment, Social & Governance (ESG) Committee

