



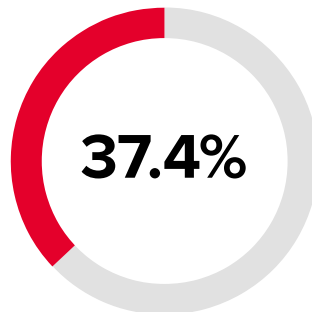
F5 Networks Limited UK Gender Pay Gap Report 2017

Diversity and inclusion is an imperative for F5 worldwide. We believe the long-term health of our business and future identity will be determined by the focus we place now on improving our organization's diversity and inclusion.

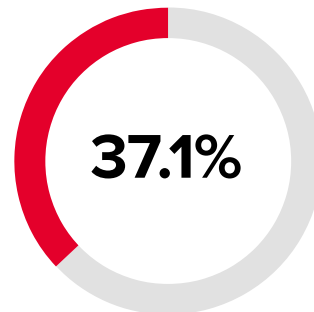
We applaud the UK government's requirement of all employers with 250 or more UK employees to disclose their gender pay gap on an annual basis. We employ 216 males and 62 females in the UK. Our UK figures for 2017 set out below clearly illustrate the issues we need to address in order for F5 to recruit, retain and develop women in the UK.

Pay and Bonus Gaps in the UK

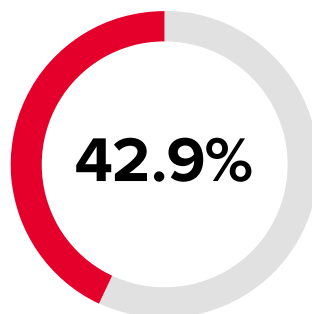
Mean Gender Pay Gap



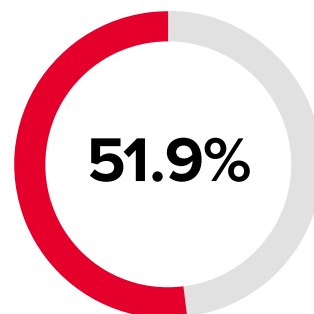
Median Gender Pay Gap



Mean Gender Bonus Gap

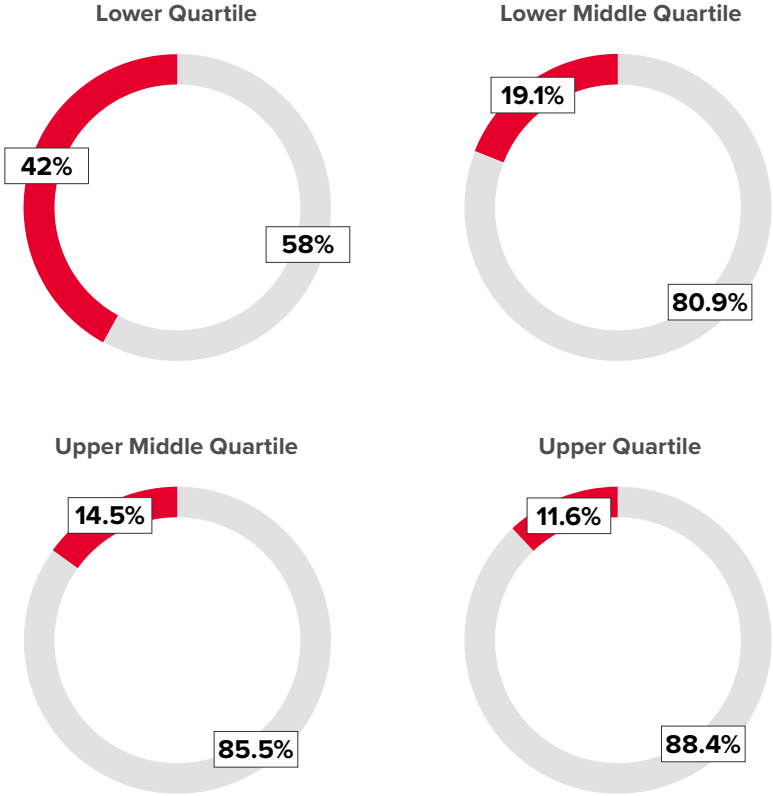


Median Gender Bonus Gap

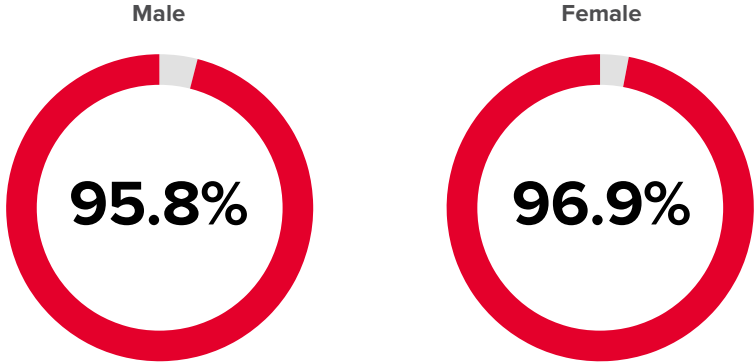


Employee Population By Quartiles

- Male
- Female



Percentage of men and women receiving bonuses in the UK



As a result, we have undertaken the following actions to begin to close our gender pay and bonus gap:

1. We identified that the chief source of the UK gender pay gap was a lack of female representation in more senior and higher paid roles (and not an issue of equal pay), and revised our recruitment process to expand the pool of diverse candidates to increase applications from women in the UK.
2. We invested in leadership development by launching a formal mentoring program for women worldwide.
3. We continued to fund and support the networking and professional development activities of our Women's Employee Inclusion Group worldwide.
4. We hired our first Sr. Director of Diversity and Inclusion to F5 to expand and monitor our diversity and inclusion efforts worldwide.
5. We provided diversity and inclusion (D&I) in depth training for VPs worldwide to increase the D&I acumen of our leaders.
6. We are reviewing HR processes, and looking for and identifying opportunities to be more inclusive.
7. We will provide online training to F5 employees worldwide to further progress on diversity and inclusion awareness and education.

I confirm that this information is accurate.

A handwritten signature in black ink, consisting of several overlapping loops and a horizontal line extending to the right.

Board Director

