

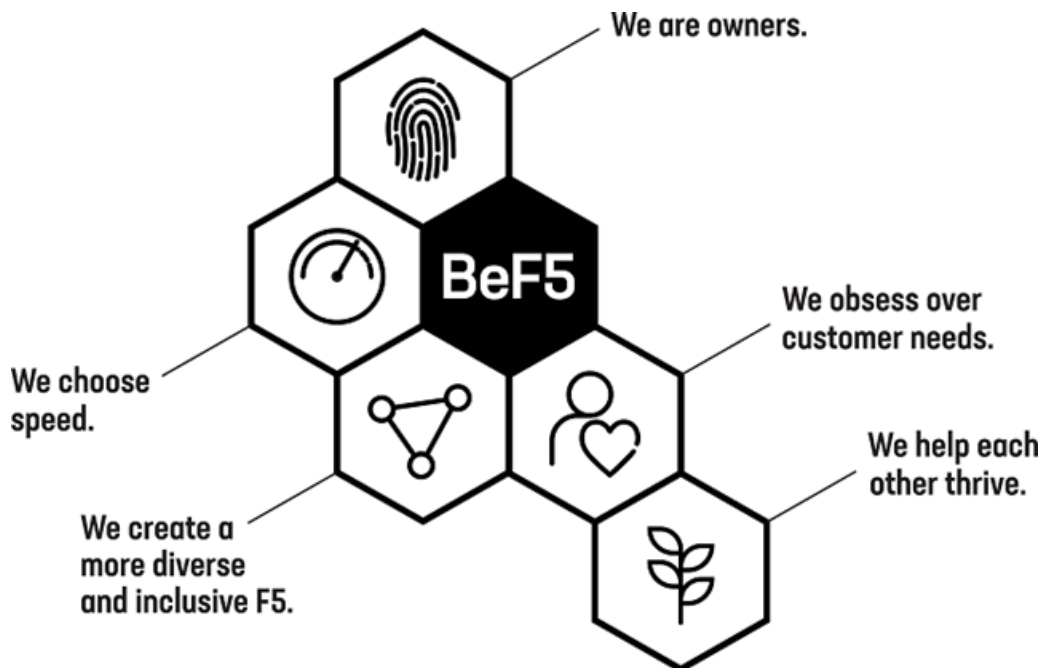
Diversity and Inclusion Update, 2017-2018

At F5, we strive to create a work environment of trust, respect, and inclusion. During 2018, we implemented a new approach to inclusion to ensure F5 is a great place for all our employees. Fairness and inclusivity are central to how we operate.

Our 2017-2018 CSR reporting cycle is just kicking off. In that report we will discuss our metrics and programs in more depth. The following is a brief overview of our efforts and initiatives to create a more diverse and inclusive F5:

BeF5

In 2018, we rolled out BeF5, our new company Culture and Behaviors, and central to those is our focus on inclusivity.



Training and Education

We believe creating a more diverse and inclusive culture is a Behavior we must live each day.

To help all F5 employees embody these behaviors, we rolled out two mandatory online diversity and inclusion training courses. All employees were required to take Unconscious Bias training, and people managers received additional training on Inclusive Leadership.

To build upon the foundation set by the mandatory training, we are rolling out an Inclusive Leadership Activation Lab with managers around the world. We started the training with leaders whose titles were Vice President or above, and this highly interactive lab will be the next step in our journey to create more inclusive leaders at F5.

CEO pledge

It's important that every F5 employee displays our Behaviors, including the executive team. Our President and CEO, François Locoh-Donou is leading the way by signing the [CEO Action for Diversity and Inclusion's CEO Pledge](#). We signed up to the following Pledge:

1. We will continue to make our workplaces trusting places to have complex, and sometimes difficult, conversations about diversity and inclusion
2. We will implement and expand unconscious bias education
3. We will share best – and unsuccessful – practices

On December 7th, F5 joined more than 150 organizations across the U.S. in CEO Action for Diversity & Inclusion's Day of Understanding. The day was an opportunity to take bold action and host conversations within each of our respective companies in order to further embrace the differences within our organizations, educate our people and build more inclusive cultures.

Recruiting Process

We are striving for a diverse slate for all open roles. To accomplish this, we have expanded our outreach and involvement with organizations to increase our ability to attract candidates from under-represented backgrounds. We're also expanding diverse sourcing to include more online resources and strategic community partnerships.

We began utilizing Textio for developing job descriptions. This tool gives us the ability to augment our job descriptions to attract a more diverse applicant pool.

Employee Inclusion Groups (EIGs) – Women's, Military Veterans, F5 Pride and Multicultural

We are actively creating a workplace supportive of all employees. In 2016, we launched our Employee Inclusion Groups (EIGs) which are designed to offer opportunities to network, develop, and serve as an incubator for innovative ideas. We started with four EIGs, and we are excited for this number to grow.

Flexible Working

In the annual employee engagement survey, our employees told us they want more flexibility in their working life at F5. Whether that's altering their schedule to accommodate family or working away from the office, F5ers across the globe want the opportunity to explore which flexible options are available to them. In our effort to help our employees thrive and offer more inclusive ways of working; our program, "Freedom to Flex, will launch across F5 in January 2019.

Social Impact

F5 employees have always been passionate about corporate giving and volunteering. We are excited to have created the F5 Foundation to focus on two causes that reflect the communities where we serve:

- On a global basis we will be investing and working with partners to enable more women, girls, and under-represented populations to enter careers in Science, Technology, Engineering, and Math (STEM).
- We also want to contribute locally in our home city of Seattle, WA. We have chosen to focus our resources and volunteering on homelessness in Seattle. Homelessness has reached a crisis level and we feel we can do more to help our fellow Seattleites.

2018 statistics

Our employee totals for the last three reporting cycles are:

As of 9/30:	2015	2016	2017	2018
Global Employees	4,178	4,395	4,336	4,409
Product Development	1,087	1,202	1,192	1,268
Sales and Marketing	1,582	1,617	1,711	1,682
Professional services	1,078	1,120	895	891
Accounting, finance, ops	431	456	471	475

We know that increasing the representation of diverse thoughts and experiences gives us the best opportunity to be innovative and serve our customers and investors. We are committed to increasing representation of under-represented populations in our workforce. We look forward to improving these numbers as more of these efforts gain traction.

As of 9/30/2018

Represented group:	% of F5 Employees
American Indian or Alaska Native	0.30%
Asian	22%
Black or African American	2%
Hispanic or Latino	4%
Hawaiian or Pacific Islander	0.30%
Two or More Races	3%
White	69%
(blank)	0.20%

As of 9/30/2018

Level	% Females	% Males
Chief Executive Officer	0%	100%
Executive Vice President	17%	83%
Senior Vice President	6%	94%
Vice President	26%	74%
Regional Vice President	7%	93%
Senior Director	20%	80%
Director	13%	87%
Senior Manager	20%	80%
Manager	17%	83%

The global gender mix for the company at the end of FY18 (9/30/18) was:

Gender	% of F5 Employees
Female	20%
Male	80%

Further Information

Further information, including program updates and a more thorough look at our numbers will be available in our 2017-2018 CSR report, due out in spring, 2019.

For questions, please contact:

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