



# MODERN SLAVERY, FORCED LABOR AND HUMAN TRAFFICKING STATEMENT

2025 REGISTRY YEAR



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# INTRODUCTION

## DETAILING THE 2025 REGISTRY YEAR, FROM 1 OCTOBER 2023 TO 30 SEPTEMBER 2024

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 understand and comply with our ethical standards including our Enterprise Policy on Combatting Trafficking in Persons.

## ABOUT F5

F5 is a multicloud application security and delivery provider committed to bringing a better digital world to life. F5 partners with the world's largest, most advanced organizations to optimize and secure —on premises, in the cloud, or at the edge. F5 enables businesses to continuously stay ahead of threats while delivering exceptional, secure digital experiences for their customers.

F5 was incorporated in 1996, and our headquarters is in Seattle, Washington. F5, Inc. and its subsidiaries<sup>1</sup> 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 2024, F5 had 6,557 employees located in 47 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.

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<sup>1</sup> A complete list of F5's subsidiaries, as of the end of the fiscal year ended September 30, 2024, can be found in Exhibit 21.1 to F5's Form 10-K, filed with the US Securities and Exchange Commission on November 12, 2024.



## POLICIES

[F5 Code of Conduct](#)

[F5 Third-Party Code of Conduct](#)

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

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

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[Additional F5 Policies](#)

## REPORT UNETHICAL BEHAVIOR OR PRACTICES

Whenever there are any concerns or questions relating to the F5 Code of Conduct, the Additional F5 Policies or any applicable laws we encourage such concerns or questions to be raised and discussed with relevant F5 managers or any F5 leader. Reports are handled in accordance with our [Whistleblower and Non-Retaliation Policy](#).

If, however, your concern or question involves an observation of misconduct or is a matter which requires investigation you should make a report to one of the following Company Resources:

- Human Resources Business Partners
- Company's General Counsel
- Company's Senior Vice President, Deputy General Counsel, Compliance and Chief Privacy Officer
- Company's Compliance Managers
- Business Integrity Hotline:
  - Online at [f5.ethicspoint.com](http://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](http://f5.ethicspoint.com).

If you wish to do so, you may report known or suspected violations 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 facilities.

Our supply chain consists of a global network of electronic component suppliers, with final product assembly completed by Flex Ltd. 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 in our products. As part of the purchasing agreement signed with Flex, components 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 into our risk assessment matrix.

In some cases, F5 does directly purchase from suppliers and provides 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 required to complete F5's anti-corruption due diligence process; and 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 not the only one.

## 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 our partner, Assent Compliance. Together with our proprietary sustainability survey also run through Assent Compliance, this is the primary effort undertaken for modern slavery due diligence.

In August 2024, an updated version of the STRT was introduced to our suppliers. The new version reflected changes introduced by the U.S. Department of Labor’s Bureau of International Labor Affairs to the List of Goods Produced by Child Labor or Forced Labor.

## INDUSTRY COLLABORATION

F5 is a member of the Responsible Business Alliance (RBA), 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. Our [F5 Third-Party Code of Conduct](#) includes Environmental and Social Responsibility-specific standards. Suppliers are required to adhere to F5’s [Combatting Trafficking in Persons Policy](#) and [Conflict Minerals Policy](#), in addition to other Environmental and Social requirements. When necessary, we work with suppliers to develop corrective action plans with set timelines and objectives as appropriate given the specific concern.



## TRAINING

Through 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.

## NEXT STEPS

F5 will continue to work to increase the number of suppliers responding to the STRT as an indicator of F5's increasing due diligence efforts.

In 2024, our overall supplier response rate totaled 41%, a 5% increase from the previous fiscal year. This improvement demonstrates our commitment to enhancing transparency of modern slavery risks within our supply chain and promoting due diligence to address emerging issues.

In 2024, we initiated the development of an ESG Supplier Engagement Program aimed at enhancing our ability to identify, manage, and mitigate ESG risks within our supply chain. Key topics addressed include the prevention of modern slavery. We anticipate enrolling the first cohort of suppliers by the end of calendar year 2025.

In addition, we will continue to keep our policies and practices up to date while identifying opportunities for improvement related to modern slavery issues. We will also expand our efforts to communicate our relevant policies to our employees and business partners.



## ADDITIONAL INFORMATION

### REPORTS

[F5 hardware compliance and certification documentation](#)

[F5 2023 Conflict Minerals Report](#)

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

[F5 2024 Annual Report](#)

[F5 2024 Environmental, Social & Governance \(ESG\) Report](#)





## CONTACT

Katherine Clouse

Senior Director, ESG

[esg@f5.com](mailto:esg@f5.com)

1 (206) 272-5555

## ADDRESS

F5, Inc. Headquarters

801 5<sup>th</sup> Ave

Seattle, WA 98104

USA

Additional office locations and contact information available on [f5.com](https://www.f5.com)

## APPROVAL BY F5 INC. BOARD OF DIRECTORS

April 24, 2025

Approved by

/s/ Mike Dreyer

Michael Dreyer

Director and Chair of the Nominating and Environmental, Social & Governance Committee