



# MODERN SLAVERY, FORCED LABOR AND HUMAN TRAFFICKING STATEMENT

2026 REGISTRY YEAR



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# INTRODUCTION

## DETAILING THE 2026 REGISTRY YEAR, FROM 1 OCTOBER 2024 TO 30 SEPTEMBER 2025

We believe 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 the global leader that delivers and secures every app. Backed by three decades of expertise, we have built the industry's premier platform—F5 Application Delivery and Security Platform (ADSP)—to deliver and secure every app, every API, anywhere: on-premises, in the cloud, at the edge, and across hybrid, multicloud environments. We are committed to innovating and partnering with the world's largest and most advanced organizations to deliver fast, available, and secure digital experiences. Together, we help each other thrive and bring a better digital world to life.

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 2025, F5 had 6,578 employees located in 47 countries. We follow both international guidelines as well as best practices at local sites regarding 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, 2025, can be found in Exhibit 21.1 to F5's Form 10-K, filed with the US Securities and Exchange Commission on November 25, 2025.



# POLICIES

[F5 Code of Conduct](#)

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

[Flex \(F5's Contract-to-Manufacture Partner\) Code of Conduct](#)

[Flex \(F5's Contract-to-Manufacture Partner\) Supplier Code of Conduct](#)

[Additional F5 Policies](#)

## REPORT UNETHICAL BEHAVIOR OR PRACTICES

Concerns regarding the Code of Conduct, F5 Policies, or applicable laws can be reported via any F5 reporting channel accessible to employees and third parties. These reporting channels include:

- Human Resources Business Partners
- The Office of the General Counsel
- F5 Managers or any F5 Leader
- Ethics Hotline:
  - Online at [f5.ethicspoint.com](https://f5.ethicspoint.com)
  - By phone at (855) 409-0974. For a list of phone numbers outside the U.S., go to [f5.ethicspoint.com](https://f5.ethicspoint.com).

Where permitted under local law, suspected violations of our policy or law may be reported anonymously through our Ethics Hotline.

All reports are handled in accordance with our [Whistleblower and Non-Retaliation Policy](#).

## OUR SUPPLY CHAIN

We do not maintain our own facilities for hardware production or repair but rather use 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.

The purchasing of components for our production is done primarily through Flex. However, as we maintain 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 must 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 as an area where risk mitigation efforts are focused, as reflected in our risk assessment matrix.

In some cases, we directly purchase from 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 annually 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. Each manufacturing supplier is also required to complete our anti-corruption due diligence process.

We monitor regulatory developments related to forced labor, including the U.S. Uyghur Forced Labor Prevention Act (UFLPA), which increases scrutiny on global supply chains. We work with our supplier compliance partner, Assent, to support supplier engagement and monitoring activities aligned with evolving regulatory expectations.

### **CONFLICT MINERALS DUE DILIGENCE**

As a publicly traded U.S. company, we are obligated to conduct supply chain due diligence in line with the Dodd-Frank Act. We use 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 2025, our overall supplier response rate to the Slavery and Trafficking Risk Template (STRT) was 39.5%, down 1.5% from the previous year due to supplier transitions. We remain committed to improving transparency in addressing modern slavery risks within our supply chain and exceeding the average industry response rate of 34%.

## TRAINING

Through Assent Compliance, training is made available to all manufacturing suppliers regarding our 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 our 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. We do not provide specific training for 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.

## INDUSTRY COLLABORATION

We are 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 & GOVERNANCE

We take 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 our [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.

In alignment with our commitment to addressing modern slavery risks, we reinforce transparency and accountability by working collaboratively with suppliers wherever possible. Where we identify non-compliance with our standards related to modern slavery or forced labor, F5 may require corrective action plans and, where appropriate, may suspend or terminate the supplier relationship. If F5 ends a supplier relationship due to confirmed modern slavery non-compliance, we may report the number of suppliers dismissed that year in our annual Modern Slavery Statement, as permitted by law. The Risk Committee of F5's Board of Directors also oversees enterprise risk management, including regulatory and operational risks and works in coordination with the Nominating and Governance Committee to support oversight of risks related to modern slavery and forced labor.

## 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 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.

## REPORTS

[F5 Hardware Compliance and Certification Documentation](#)

[F5 2024 Conflict Minerals Report](#)

[Flex \(Contract-to-Manufacturer\) Forced Labor and Human Trafficking Statement](#)

[F5 2025 Annual Report](#)

[F5 2025 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://f5.com)

# APPROVAL BY F5 INC. BOARD OF DIRECTORS

Date

Approved by

/s/ Elizabeth Buse

**Elizabeth Buse**

Director and Chair of the Nominating and Governance Committee