



Environmental, Social and Governance (ESG) Report

Fiscal Year 2025

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François Locoh-Donou
Chairman, President, & CEO

“F5’s 30-year history reflects a belief that has guided every decision we have made: our work is not measured solely by what we achieve, but by the integrity with which we achieve it.

As stewards of a better digital world, our ESG programs are constant reminders not only of the trust others place in F5 but of our responsibility to create a more resilient, sustainable future for all.

Whether reducing our emissions, empowering our communities, or strengthening governance for a rapidly evolving world, we remain anchored by a commitment that resonates far beyond our bottom line.”

Highlights of F5's ESG progress in FY25

Progress towards our Climate Target

-23%

Operational emissions

Scope 1 and 2 reductions since base year 2021

Target: -50% by 2030

-32%

Value chain emissions

Scope 3 reductions since base year 2021

Target: -43% by 2030

80% 

of employees favorably rate
"I feel a sense of belonging at F5"

(n = 6,578 worldwide employees, as of September 30, 2025)

72% 

of employees participated in **F5 Global Good** as a donor or volunteer

(n = 6,578 worldwide employees, as of September 30, 2025)

85% 

of employees favorably rate
"I am proud to work for F5"

(n = 6,578 worldwide employees, as of September 30, 2025)

\$3.9M USD 

in F5 and employee donations to more than **3,900 non-profits worldwide**

Environmental

F5 remains on course to achieve its [science-based target](#). By 2030, F5 is committed to reducing 50% of our operational emissions (Scope 1 & 2) and reducing 43% of our value chain emissions (Scope 3) from a baseline year of 2021.

Operational Emissions

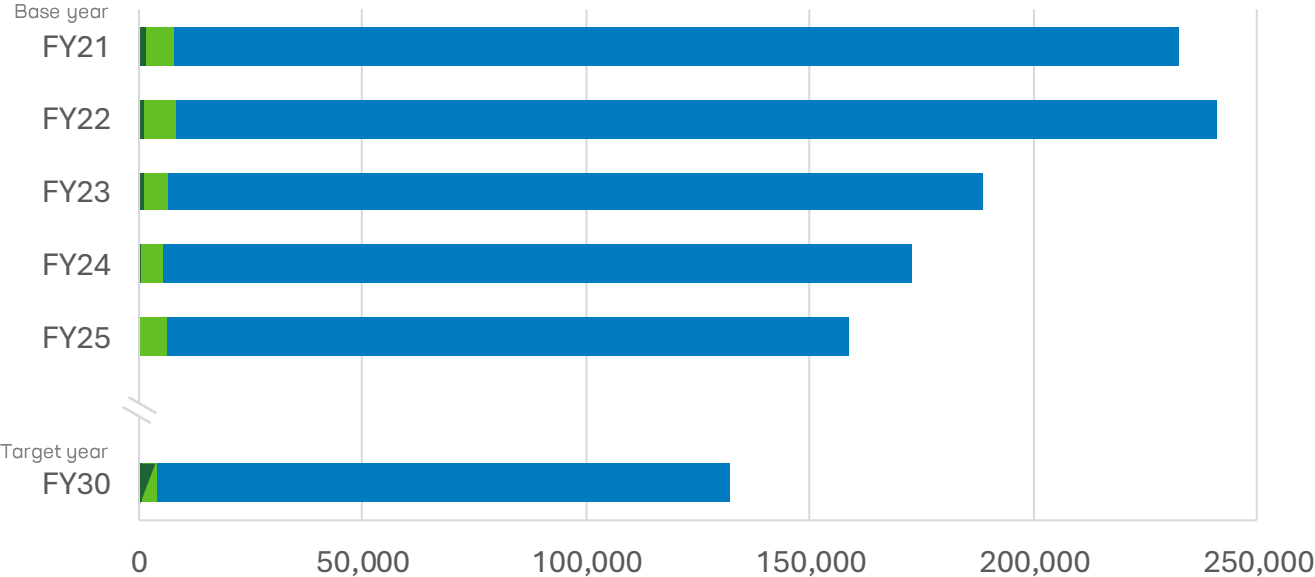
F5’s Scope 1 and 2 emissions increased by 10% from FY24 to FY25. This increase was driven primarily by improvements in data completeness and methodology, which expanded the sources included in our inventory and enhanced reporting accuracy. Incremental increases in energy consumption at F5 offices with on-premise data centers (“Labs”) also contributed to the year-over-year change.

Value Chain Emissions

F5’s Scope 3 emissions decreased by 9% from FY24 to FY25. While F5 continued to make significant progress decreasing emissions from our most material category, the use of our sold products, these gains were offset by an increase in emissions from our purchased goods and services.

F5’s Greenhouse Gas Emissions

Metric tons of carbon dioxide equivalent (MTCO2e)



KEY	Operational emissions	Value Chain emissions	F5 undertook a rebaselining process for Scope 3 to reflect enhanced data accuracy and updated methodologies, applied across historical data back to FY21. Updated data is also available on page 15 of this report.
	<div style="display: flex; gap: 5px;"> <div style="width: 15px; height: 15px; background-color: #2e8b57; margin-right: 5px;"></div> Scope 1 </div> <div style="display: flex; gap: 5px; margin-top: 5px;"> <div style="width: 15px; height: 15px; background-color: #90ee90; margin-right: 5px;"></div> Scope 2 </div>	<div style="display: flex; gap: 5px;"> <div style="width: 15px; height: 15px; background-color: #1e90ff; margin-right: 5px;"></div> Scope 3 </div>	





ENVIRONMENTAL

Sustainable site strategy

By embedding ESG criteria into real estate decisions around the world, F5 aligns its site strategy to its climate target.

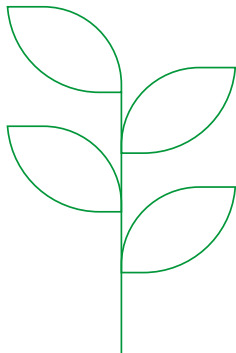
Two major site selection processes in FY25 are a case in point:

Spokane, Washington

To replace outdated facilities with high energy demands, F5 will move to a new, build-to-suit office that features on-site solar power, a modern energy management system, and a smaller real estate footprint to enhance energy efficiency and operational transparency.

Weybridge, United Kingdom

Similarly, for F5's EMEA Headquarters, F5 conducted a structured sustainability evaluation across multiple UK locations, prioritizing environmental performance, alongside business and employee needs. As a result, F5 will relocate to a new office with superior energy efficiency and lower emissions, with an 'Excellent' BREEAM (Building Research Establishment Environmental Assessment Method) rating.





Social

We cultivate a culture where all employees can thrive

F5's commitment to its employees is to be a human-first and high-performing team equipped with the tools and expertise to deliver extraordinary impact on what matters most to F5, our customers, and our partners.

Anchored in the core [“BeF5” qualities](#) that have united the company for 30 years, F5 offers employees:

- Benefits for a well-rounded life that includes competitive pay, comprehensive health and wellness resources, and the popular “Wellness Weekends” vacation days every quarter
- Investment in managers' professional development, with tailored coaching and skills-building programs
- Award-winning, employee-directed community engagement program to donate and volunteer around the world through [F5 Global Good](#)

< Photo: F5ers celebrating BeF5 Day (February 5) around the world.



Diversity and Inclusion

We are steadfast in our commitment to create a more diverse and inclusive F5. We believe our differences—when embraced with humility and respect—drive smarter decisions, increased innovation, stronger performance, and a culture where everyone can be themselves and reach their full potential.

Year after year, the most critical drivers of F5’s diversity and inclusion efforts are represented in our seven Employee Inclusion Groups (“EIGs”) - F5 Ability, F5 Asian and Pacific Islanders, F5 Appreciates Blackness, F5 Connects Women, F5 Latinx e Hispanos Unidos, F5 Military Veterans, and F5 Pride. Since our first EIG was established in 2013, these global communities represent a space for all F5ers to collaborate, share experiences, and learn.

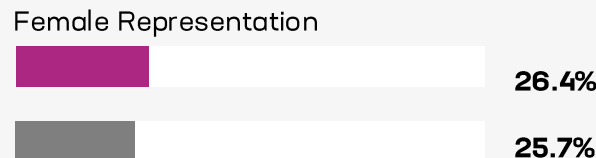
This work led by over 2,000 volunteer EIG leaders, members and executive sponsors across F5 also contributes to one of the most significant gauges of our culture: belonging. In FY25, 80% of employees favorably rated “I feel a sense of belonging at F5.” Combined with our efforts to hire, retain, progress, and develop diverse and inclusive talent, F5’s focus on belonging fosters the culture that we believe is so vital to our employees’ and our company’s performance.

KEY

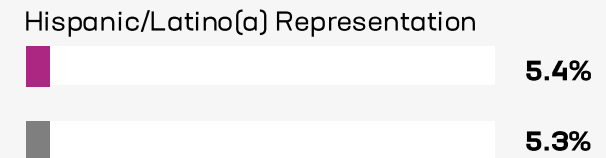
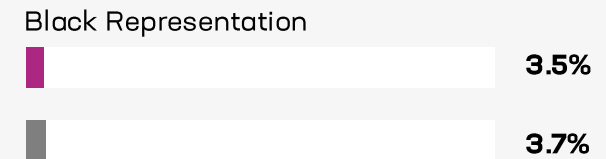


In FY25, F5 consolidated its Diversity and Inclusion reporting to publish its employee representation data within the annual ESG Report. Previous years Diversity and Inclusion Reports can be found on [F5.com](https://www.f5.com).

Global Employees



U.S. Employees





Governance

We care deeply not just about what we do, but *how* we do it

Our guiding principle to “do the right thing” for our employees, our customers, our shareholders, and our communities is described in F5’s [Code of Business Conduct & Ethics](#) and extends to the company’s ESG commitments.

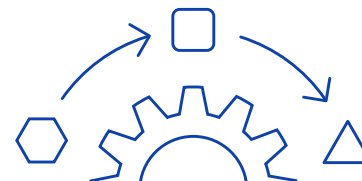
Since the F5 ESG team was established in FY21, we have built a sound foundation for the program by centralizing the collection, monitoring, and disclosure of material ESG data, programs, and policies across the company.

< Photo: F5 Corporate HQ in Seattle, WA

ESG data integrity

In FY25, we strengthened our ESG foundations by prioritizing data integrity. With improvements to our data quality, processes, tools, and controls, we matured our ESG disclosures and prepared for regulatory compliance in key markets.

A key example is the rebaseline of F5’s emissions from FY21-24. Building upon the rebaseline of Scope 1 & 2 emissions disclosed last year, we ensured that the most up-to-date methodologies and accurate data are also reflected in our Scope 3 emissions inventories through FY25. Additionally, for the third consecutive year, we obtained third-party validation of our Scope 1 and 2 emissions (see page [23](#)). This focus on data integrity better illuminates F5’s path towards its 2030 climate target (see page [4](#)).





Our commitment to security and innovation

On October 15, 2025, F5 disclosed that a highly sophisticated nation state actor had gained unauthorized access to certain internal F5 systems. Upon identifying the threat, we immediately activated our incident response process with clear priorities:

Containment and investigation

First, contain the threat actor, initiate a thorough investigation, and take immediate and urgent action to strengthen F5's security posture.

Protecting customers

Second, deliver reliable software releases to address all undisclosed high vulnerabilities in F5's BIG-IP code as quickly as possible. Through the exceptional efforts of our engineering and support teams, we achieved this, enabling thousands of customers to promptly deploy critical updates upon disclosure.

Many of our customers moved quickly to update their BIG-IP environments and a significant number of our largest customers completed their updates within a matter of weeks with minimal disruption. Throughout the process, customers expressed appreciation for our transparency and the clarity around exactly what they needed to do to improve the security of their environments.

We remain focused on protecting customers and earning their trust, recognizing the responsibilities that come with our critical role.

We are hyper focused on three areas:

1

Further investing in the security of our operations, including security automation.

2

Enhancing the security of our products and development environments.

3

Supporting the broader security community by sharing our learnings and innovations.

ESG Performance Data

Sustainability Accounting Standards Board (SASB)

Hardware

SASB code	Metric	FY23	FY24	FY25
Product Security				
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	<p>F5 has comprehensive security practices across the company, including security training and frameworks, testing, internal and external auditing, and vulnerability management and disclosure.</p> <p>F5 holds itself accountable for the resolution of security and privacy incidents. When issues arise, our global Cyber Incident Response Team (CIRT) responds swiftly, using a playbook with documented resolution procedures. In addition, the CIRT performs a comprehensive incident investigation and prevention through threat assessment and detection, mitigation planning, incident trend analysis, and security architecture review.</p> <p>Because of the ever-evolving nature of cybersecurity threats, F5 continually reviews its processes and procedures, in consultation with third parties, to further identify opportunities to improve F5 products and security practices.</p>	<p>F5 has comprehensive security practices across the company, including secure-by-design software development practices and frameworks, threat modeling, security testing, internal and external auditing, security training, and vulnerability management and disclosure.</p> <p>F5 holds itself accountable for the resolution of security and privacy incidents. When issues arise, our global Cyber Incident Response Team (CIRT) responds swiftly, using a playbook with documented resolution procedures. In addition, the CIRT performs a comprehensive incident investigation and prevention through threat assessment and detection, mitigation planning, incident trend analysis, and security architecture review.</p> <p>Because of the ever-evolving nature of cybersecurity threats, F5 continually reviews its processes and procedures, in consultation with third parties, to further identify opportunities to improve F5 products and security practices.</p>	<p>F5 implements rigorous security practices across its operations, adhering to a secure-by-design methodology for software development. This includes leveraging advanced frameworks, threat modeling, comprehensive security testing, internal and external audits, ongoing security training, and a proactive approach to vulnerability management and disclosure.</p> <p>F5 has recently made significant investments in transforming how our workforce operates and builds products securely. Key areas of focus include Identity Governance and Administration, Security Operations, a Secure Software Development Life Cycle, Data Security & Governance, AI Governance and revitalizing the Culture of Security.</p> <p>Recognizing the dynamic nature of cybersecurity threats, F5 embraces a culture of continuous improvement. Through regular reviews of its processes and collaboration with third-party experts, the company actively identifies and adopts new opportunities to strengthen the security and reliability of its products and practices. This commitment demonstrates F5's leadership in safeguarding customer trust.</p>



SASB INDEX • HARDWARE

SASB code	Metric	FY23	FY24	FY25
Employee Diversity and Inclusion				
TC-HW-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees		Please see TC-SI-330a.3 on pages 18-20 .	
Product Lifecycle Management				
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	100% of our hardware products may contain small amounts of some chemicals on the IEC 62474 declarable substances list, disclosed in F5's product substance declarations .		
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	No eligible products		
TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification	97% of eligible F5 hardware products, by revenue, use 80 PLUS® certified power supplies.	100% of eligible F5 hardware products, by revenue, use 80 PLUS® certified power supplies.	100% of eligible F5 hardware products, by revenue, use 80 PLUS® certified power supplies.
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	Not disclosed	Not disclosed	Based on available and verified data, F5 recovered 48.5 tons of end-of-life products and e-waste, 86.9% of which was recycled.

SASB INDEX • HARDWARE

SASB code	Metric	FY23	FY24	FY25
Supply Chain Management				
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities			100% of F5's Tier 1 Suppliers' facilities have been audited in the RBA Validated Audit Process (VAP) and 0% of F5's Tier 1 supplier facilities are high-risk facilities.
TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances		Nothing to disclose ¹	F5's Tier 1 suppliers have a 1.5 non-conformance rate with the RBA Validated Audit Process (VAP) and associated corrective action rates of zero for priority non-conformances and 1.5 for other non-conformances.
Materials Sourcing				
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	2023 Conflict Minerals Report	2024 Conflict Minerals Report	F5 conducts comprehensive conflict minerals and extended minerals due diligence across our supply chain to effectively manage the risks associated with the use of critical materials. F5's 2025 Conflicts Minerals Report will be filed before May 31, 2026.

Footnotes 1 We outsource the manufacturing of our pre-configured hardware platforms to a third-party contract manufacturer; Flex Ltd. Flex is a founding member of the Responsible Business Alliance (RBA) and reported the results and rates of its RBA Validated Audit Process (VAP) in their 2023 and 2024 Annual Sustainability Reports.

Software and IT Services

SASB code	Metric	FY23	FY24	FY25
Environmental Footprint of Hardware Infrastructure				
TC-SI-130a.1	Total energy consumed (GJ)	116,491	112,603	113,022
	Percentage grid electricity	80%	65%	62%
	Percentage renewable	20%	35%	38%
TC-SI-130a.2	Total water withdrawn		Not disclosed	
	Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress		Not disclosed	
TC-SI-130a.2	Discussion of integration of environmental considerations to strategic planning for data center needs	F5 has integrated emissions reductions and energy efficiency into the strategic planning for the limited number of data centers (or "Labs" as we refer to them at F5) that remain on premise and in co-location facilities to support our product engineering. In FY23, this resulted in the decommissioning of one lab in EMEA and ongoing consolidation planning among our labs worldwide.	F5 has integrated emissions reductions and energy efficiency into the strategic planning for the limited number of data centers (or "Labs" as we refer to them at F5) that remain on premise and in co-location facilities to support our product engineering, customer support and technology services. In FY24, this resulted in the decommissioning of one lab in EMEA and consolidation of one lab in the US.	As a result of integrating energy efficiency measures and clean energy practices into the strategic planning of our on-premise and co-location data centers (referred to as "Labs" at F5), F5 decommissioned one lab in APCJ, consolidated two labs in EMEA, and implemented advanced containment strategies, such as cold-aisle and hot-aisle systems, and smart power distribution systems in FY25.



ADDITIONAL ENVIRONMENTAL FOOTPRINT INFORMATION • SOFTWARE AND IT SERVICES

Metric	FY23	FY24	FY25
Energy			
Scope 1 Natural gas (MWh)	4,777	2,226	2,340
Scope 2 Electrical power (MWh)	27,582	29,053	29,055
Emissions			
Scope 1, market-based (MTCO2e)	1,285	872	431
Scope 2, market-based (MTCO2e)	5,466	4,800	5,829
Scope 3, total (MTCO2e) ¹	181,824	167,335	152,290
Category 1: Purchased goods & services	15,541	14,119	38,487
Category 2: Capital goods	22,973	13,695	1,168
Category 3: Fuel & energy-related activities	503	1,021	1,544
Category 4: Upstream transport & distribution	4,004	1,653	1,238
Category 5: Waste	125	97	119
Category 6: Business travel	10,887	15,494	12,650
Category 7: Employee commuting	3,435	4,923	3,484
Category 8: Upstream leased assets			Not applicable
Category 9: Downstream transport & distribution	2,438	2,282	2,060
Category 10: Processing of sold products			Not applicable
Category 11: Use of sold products	121,911	114,049	91,539
Category 12: End-of-life treatment	6.18	2.49	2.30
Category 13: Downstream leased assets			Not applicable
Category 14: Franchises			Not applicable
Category 15: Investments			Not applicable

Footnotes 1 F5 undertook a rebaselining process of F5's Scope 3 emissions to reflect enhanced data accuracy and updated methodologies, applied across historical data back to FY21.

SASB INDEX • SOFTWARE AND IT SERVICES

SASB code	Metric	FY23	FY24	FY25
Data Privacy and Freedom of Expression				
TC-SI-220a.1	Description of policies and practices relating to targeted advertising and user privacy		Privacy compliance and practices	
TC-SI-220a.2	Number of users whose information is used for secondary purposes		Privacy notice	
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy		None	
TC-SI-220a.4	Number of law enforcement requests for user information		Not disclosed	F5 is required by law to provide user information to governmental agencies by complying with valid judicial requests, subpoenas, or other legal requirements. Should F5 receive a request, F5 would carefully review to ensure the governmental agency is entitled to the data they seek. Refer to our privacy notice for more information.
	Number of users whose information was requested			Not applicable
	Percentage resulting in disclosure			Not applicable
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	F5 provides products and services to its customers, that include large enterprise businesses, public sector institutions, governments, and service providers, subject to the terms of its contract with each customer. F5 does not provide products or services directly to consumers. F5's products and services are subject to customer oversight and contract terms, but are not otherwise subject to government monitoring, blocking, content filtering, or censoring.		



SASB INDEX • SOFTWARE AND IT SERVICES

SASB code	Metric	FY23	FY24	FY25
Product Security				
TC-SI-230a.1	Number of data breaches		None	In August 2025, F5 learned a highly sophisticated nation-state threat actor maintained long-term, persistent access to, and downloaded files from, certain F5 systems. These systems included our BIG-IP product development environment and engineering knowledge management platforms. More information about F5’s extensive actions to contain the threat actor are available at: F5 Security Incident .
	Percentage that are personal data breaches			None
	Number of users affected by personal data breaches			None
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	ISO 27001:2013 Certification ¹	ISO 27001:2022 Certification ¹	Our strategy for identifying and addressing data security risks includes leveraging modern technologies, robust internal controls, and close alignment with third-party cybersecurity standards. F5’s commitment to global security best practices is reflected in our alignment with and certification against industry-leading cybersecurity standards. Our current credentials include: <ul style="list-style-type: none"> • ISO 27001:2022: F5 ISO 27001 Certificate Award - 5.22.2025 Public • CSA Star: F5 CSA STAR Certificate Award - 5.22.2025 Public • PCI DSS 4.0: Ensuring our compliance with the Payment Card Industry Data Security Standard. • SOC 2 Type II: Validating our adherence to security, availability, and confidentiality trust service principles.

Footnotes 1 Hyperlinks to previous original certifications have been removed from F5.com as certifications have been renewed and updated.



SASB INDEX • SOFTWARE AND IT SERVICES

SASB code	Metric	FY23	FY24	FY25
Product Security				
TC-SI-330a.1	Percentage of employees that require a work visa	8.7%	8.6%	7.6%
TC-SI-330a.2	Employee engagement as a percentage ¹	72%	75%	79%
TC-SI-330a.3	Gender representation of global employees as a percentage ²			
	Executive management ³		Not disclosed	28.7% Female
	Non-executive management ⁴	24.3% Female	25.0% Female	25.5% Female
	Technical employees		Not disclosed	
	All other employees ⁵		Not disclosed	26.5% Female
	Total worldwide employees	25.4% Female	25.7% Female	26.4% Female

- Footnotes**
- In alignment with SASB's methodology, employee engagement is measured as an index (strength of employee agreement with a survey statement) and is calculated based on the results of an employee engagement survey conducted by a third-party survey provider contracted by F5. The percentage represents the number of employees who self-describe as actively engaged divided by the total number of employees who completed the survey.
 - F5's representation data is a snapshot taken on September 30 of the year referenced. The representation data may not add up to 100% or differ slightly due to rounding, refinements in methodology or data capture year-over-year, or employees who did not disclose.
 - In alignment with SASB's methodology, F5 added "executive management" data in FY25, classified by F5 as employees who are Vice Presidents, Senior Vice Presidents, and members of the Executive Leadership Team.
 - From FY23-24, "management" was classified by F5 as employees who have one or more direct report. In FY25, F5 updated the definition to align to SASB's methodology for "non-executive management" that excludes employees classified as "executive management" from the data set.
 - In alignment with SASB's methodology, F5 added "all other employees" data in FY25, defined as those remaining employees who are not classified as executive management or non-executive management.

SASB INDEX • SOFTWARE AND IT SERVICES

SASB code	Metric	FY23	FY24	FY25
Recruiting and Managing a Global, Diverse and Skilled Workforce				
TC-SI-330a.3	Racial/Ethnic group representation of U.S. employees as a percentage ¹			
	Executive management ²			
	American Indian or Alaskan Native			0.0%
	Asian			30.8%
	Black			6.4%
	Hispanic or Latino(a)			3.8%
	Native Hawaiian or Pacific Islander		Not disclosed	0.0%
	Two or more races			3.8%
	White			53.8%
	Data not available			0.0%
	Non-executive management ³			
	American Indian or Alaskan Native	0.2%	0.2%	0.2%
	Asian	22.0%	22.5%	24.7%
	Black	3.4%	4.0%	2.7%
	Hispanic or Latino(a)	4.8%	5.4%	6.9%
	Native Hawaiian or Pacific Islander	0.5%	0.5%	0.6%
	Two or more races	3.2%	3.3%	3.6%
	White	60.1%	64.1%	60.7%
	Data not available	5.8%	0.0%	0.6%

- Footnotes**
- 1 F5's representation data is a snapshot taken on September 30 of the year referenced. The representation data may not add up to 100% or differ slightly due to rounding, refinements in methodology or data capture year-over-year, or employees who did not disclose.
 - 2 In alignment with SASB's methodology, F5 added "executive management" data in FY25, classified by F5 as employees who are Vice Presidents, Senior Vice Presidents, and members of the Executive Leadership Team.
 - 3 From FY23-24, "management" was classified by F5 as employees who had one or more direct report. In FY25, F5 updated the definition to align to SASB's methodology for "non-executive management" that excludes employees classified as "executive management" from the data set.

SASB INDEX • SOFTWARE AND IT SERVICES

SASB code	Metric	FY23	FY24	FY25
Recruiting and Managing a Global, Diverse and Skilled Workforce				
TC-SI-330a.3	Technical employees			
	All other U.S. employees ¹			
	American Indian or Alaskan Native			0.2%
	Asian			27.1%
	Black			3.6%
	Hispanic or Latino(a)			5.1%
	Native Hawaiian or Pacific Islander		Not disclosed	0.2%
	Two or more races			3.1%
	White			60.3%
	Data not available			0.3%
	Total U.S. employees			
	American Indian or Alaskan Native	0.2%	0.3%	0.2%
	Asian	26.4%	26.5%	26.8%
	Black	3.5%	3.7%	3.5%
	Hispanic or Latino(a)	5.2%	5.3%	5.4%
	Native Hawaiian or Pacific Islander	0.3%	0.3%	0.3%
	Two or more races	3.3%	3.1%	3.2%
	White	61.1%	60.8%	60.2%
	Data not available	0.0%	0.0%	0.4%

Footnotes 1 alignment with SASB's methodology, F5 added "all other employees" data in FY25, defined as those remaining employees who are not classified as executive management or non-executive management.

SASB INDEX • SOFTWARE AND IT SERVICES

SASB code	Metric	FY23	FY24	FY25
Intellectual Property Protection and Competitive Behavior				
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Part II, Item 8, Note 12 of 2023 Annual Report	Part II, Item 8, Note 12 of 2024 Annual Report	Part II, Item 8, Note 12 of 2025 Annual Report
Managing Systemic Risks from Technology Disruptions				
TC-SI-550a.1	Number of performance issues	Current performance status and historical uptime for F5 services are available at F5 Distributed Cloud Services		
	Number of service disruptions			
	Total customer downtime			
TC-SI-550a.2	Business continuity risks related to disruption of operations	Business Continuity Summary		
		Item 1A (Risk Factors) of 2023 Annual Report	Item 1A (Risk Factors) of 2024 Annual Report	Item 1A (Risk Factors) of 2025 Annual Report



Reporting information

Reporting period

F5's fiscal year 2025 (FY25), beginning on October 1, 2024, and ending on September 30, 2025.

Reporting cycle

Annual

Reporting framework

This year's report reflects the SASB framework version released in December 2023. To best reflect our business, F5 continues to report metrics in both Hardware and Software and IT Services from the Sustainable Industry Classification System®.

Assurance

In preparation of this report, select FY25 data was reviewed by a third-party assurance partner, Apex Companies. The auditor's verification letter can be found on page [23](#) of this report.

Materiality assessment

A summary of our latest European Sustainability Reporting Standards (ESRS)-aligned Double Materiality Assessment can be found on page 7 of our [FY24 ESG Report](#).

Stakeholder engagement

Our key stakeholders are F5 employees, F5 customers, F5 shareholders, communities in which F5 has offices; and F5 business and supply chain partners. All these stakeholders were engaged around ESG topic prioritization specifically related to our Double Materiality Assessment, discussed in more detail on page 6 of our [FY24 ESG Report](#).



If you have any questions or feedback about F5's ESG report, programs or progress, please contact our team at esgreport@f5.com.

Additional resources

[2025 Annual Report](#)

[2025 Proxy Statement](#)

[FY24 ESG Report](#)

[FY23 ESG Report](#)

[FY22 ESG Report](#)

[FY21 ESG Report](#)

[ESG Policies](#)



VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS

To: The Stakeholders of F5, Inc.

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by F5, Inc. (F5) for the period stated below. This verification declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of F5. F5 is responsible for the preparation and fair presentation of the GHG statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze, and review the information. Apex is responsible for expressing an opinion on the GHG statement based on the verification. Verification activities applied in a limited level of verification are less extensive in nature, timing, and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- Worldwide
- Exclusions: Refrigerants

Types of GHGs: CO₂, N₂O, CH₄

GHG Emissions Statement:

- **Scope 1:** 431 metric tons of CO₂ equivalent
- **Scope 2 (Location-Based):** 10,361 metric tons of CO₂ equivalent
- **Scope 2 (Market-Based):** 5,829 metric tons of CO₂ equivalent

Data and information supporting the Scope 1 and Scope 2 GHG emissions statement were generally historical in nature, but in some cases were estimated.

Global Warming Potential (GWP) and emission factor data sets:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR-5)
- United States Environmental Protection Agency (USEPA) Emission Factor Hub, 2025
- USEPA Emissions & Generation Resource Integrated Database (eGRID), June 12, 2025
- International Energy Agency (IEA) Emission Factor Database (2023 data), 2025
- Australian National Greenhouse Accounts Factors, Department of Climate Change, Energy, the Environment and Water (DCCEEW), 2025
- UK Department for Environment Food & Rural Affairs (DEFRA), *UK Government GHG Conversion Factors for Company Reporting*, 2025
- Green-E Residual Mix Emissions Rates (2022 Data), 2024
- Association of Issuing Bodies (AIB) European Residual Mixes, 2024

Period covered by GHG emissions verification:

- October 1, 2024, to September 30, 2025

Criteria against which verification was conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)

Reference Standard:

- ISO 14064-3: Greenhouse gases -- Part 3: Specification with guidance for the validation and verification of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of $\pm 5\%$ for aggregate errors in sampled data for each of the above indicators.

GHG Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of F5;
- Review of documentary evidence produced by F5;
- Review of F5's data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of sample of data used by F5 to determine GHG emissions.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2).

It is our opinion that F5 has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.



Statement of independence, impartiality and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with F5, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

A handwritten signature in blue ink that reads 'Sophie Friets'.

Sophie Friets, Lead Verifier
ESG Project Manager II
Apex Companies, LLC
Rockville, Maryland

A handwritten signature in blue ink that reads 'Mary E. Armstrong-Friberg'.

Mary E. Armstrong-Friberg, Technical Reviewer
ESG Senior Program Manager
Apex Companies, LLC
Cleveland, Ohio

March 4, 2026

This verification opinion declaration, including the opinion expressed herein, is provided to F5, Inc. and is solely for the benefit of F5, Inc. in accordance with the terms of our agreement. We consent to the release of this declaration to the public or other organizations for reporting and/or disclosure purposes, without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.

