

Diversity and Inclusion Policy

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1.Introduction and Scope

Radware Ltd. and its subsidiaries and affiliates (collectively: “Radware”, “We” or “Our”) is committed to a respectful and inclusive environment, where all individuals feel valued and empowered to contribute their unique perspectives.

Our mission is to cultivate a dynamic and inclusive work environment that celebrates diversity, promotes equality, and encourages everyone to unleash their true potential. We believe in empowering every employee to bring their authentic selves to work, fostering a collective success that thrives on the unique contributions of each individual.

We believe that by fostering an inclusive environment, we enhance creativity, innovation, and overall business success. This Diversity and Inclusion Policy (the “Policy”) outlines Radware’s commitment to fostering diversity and ensuring an inclusive workplace across all our global offices.

This Policy applies to all employees, contractors, vendors, and partners associated with Radware worldwide, and should be read in conjunction with Radware’s additional policies, including, without limitation, our Human Rights and Labor Standards Policy.

2.Principles

The following are the core principles of this Policy, which also corresponds with Radware’s values in general:

- **Diversity** – *who is represented in the workforce*. It encompasses various dimensions, such as gender diversity, age diversity, physical ability and neurodiversity, and ethnic diversity (whether people share common national or cultural traditions or represent different backgrounds). A diverse workforce brings varied perspectives, creativity, innovation and enriches organizational culture.
- **Inclusion** – *creating a sense of belonging*. It goes beyond mere representation. An inclusive workplace ensures that everyone feels valued, respected, and able to contribute authentically. Inclusion boosts employee morale, engagement, and overall organizational performance and retention.
- **Belonging** – *the feeling that individuals truly fit and are accepted*. We foster belonging by creating a culture where employees feel they belong, regardless of their differences.

We believe that the foregoing is essential for our success.

3.Guidelines

All of Radware's employees, contractors, vendors and partners are expected to comply with the following guidelines:

- **Equal Opportunity**
- **Not discriminate anyone** for any reason, whether race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, family status, social origin, disability, union membership or political affiliation.
- Provide equal opportunities for career growth, development, and advancement. All employees receive an equal opportunity to develop and grow in line with business needs and personal aspirations. Decisions are based on merit, skills, and qualifications, without bias of any kind.
- **Respect and Dignity** – treat every individual with respect, regardless of their background, race, ethnicity, gender, sexual orientation, disability, age, religion, location, or any other characteristic. We are committed to ensure that our workplace is free from any kind of discrimination, harassment, violence and other behaviors which might negatively impact the workplace experience. You must uphold the dignity of all employees, as We maintain a zero-tolerance policy for discrimination, harassment, or bullying.
- **Avoid Stereotypes** – avoid any kind of stereotypes and assumptions, such as stereotypes related to gender, ethnicity, race, age or other identities. Encourage open dialogue and allow a wide variety of opinions.
- **Inclusive Language and Communication** – ensure that communication within the organization is respectful and inclusive. Encourage the use of inclusive, gender-neutral language in all communications, whether internal or external.
- **Representation and Visibility** – strive for diverse representation at all levels of the Company.
- **Accessibility and Adjustments** – our workplace aims to be accessible for all employees as reasonably possible. Ensure reasonable accommodations and adapting different equipment and tools for employees with disabilities/unique needs. Create accessible physical and digital environments.
- **Treating our employees with equal principles in compensation and benefits** in accordance with Radware's policy and by supporting employees with their needs.
- **Increase diversity in our workforce at all levels**, including leadership position.
- **Partner with organizations that share our values** as stated herein.

4. Training

As Radware would like to foster awareness of unconscious biases, consistent action and education is required. We acknowledge the importance of this Policy, and therefore all employees receive periodic training on relevant issues, among others, relating to anti-harassment and discrimination.

5. Reporting and Violations of this Policy

If you believe that there was a violation or a potential violation of this Policy, including without limitation, if you believe there has been discrimination, harassment, or exclusion, You should report to Radware Chief of People.

Radware reserves the right to take whatever action it believes appropriate, up to and including discharge of any employee determined to have engaged in a violation of this Policy. Radware may also request an immediate correction action, if applicable.

Neither Radware nor any person associated with Radware shall discharge, demote, suspend, threaten, harass or in any other manner discipline, discriminate or retaliate against any person or entity because he or she reports any violations or cooperates in any investigation or inquiry regarding violations of applicable law and/or this Policy. However, Radware may take disciplinary action against employees who provide an incorrect report on violations of this Policy if the report was not made in good faith.

6. Questions

Radware Chief of People is responsible for execution of this policy and is the point of contact for any issue or matter relating thereto.



NOTE

This Policy may be amended from time to time with or without notice by Radware.

Change and Revision History

Rev.	Para.	Description	Author	Approved by	Date
A00	All	New Document	VP & General Counsel Finance, Legal & Management	Chief of People / DC00200	Feb. 2024
A01	No	Changes within Template updates (header, footer, etc.). Content Validation	VP & General Counsel Finance, Legal & Management	Chief of People / DC00257	Feb. 2025



NOTE

The electronic version of this document is the latest version. It is the responsibility of the individual user to ensure that any printed material is the approved up-to-date version.