

Environmental, Social and Governance (ESG) Report 2023-2024





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1. Letter from CEO



The past years presented unique challenges, testing our resilience and reinforcing our commitments. As the world navigated through uncertainty, the role of technology became more critical than ever, empowering us to drive meaningful changes aligned with our values and mission. Geopolitical conflicts, economic fluctuations, and global disruptions have not weakened our resolve; rather, they have strengthened our dedication to building a more sustainable, inclusive, and responsible future.

Recognizing the Internet's essential role in connectivity and resilience, we are proud to have supported our customers globally—including our Israeli customers, in particular during the Iron Swords war—by ensuring continued Internet access and defending against escalating cyber threats.

We also played a vital role in protecting critical infrastructure, enterprises, and service providers across Europe and North America from politically motivated cyberattacks by Russian-affiliated hacktivist groups during the ongoing Ukraine conflict. Our global threat intelligence, AI-powered defenses, and ERT capabilities have helped mitigate the impact of large-scale, state-inspired campaigns that aimed to disrupt connectivity and digital services.

Additionally, the AI-powered revolution is rapidly transforming the threat landscape, enabling increasingly sophisticated cyberattacks. The growing ecosystem of attacker communities and the availability of advanced tools further amplifies the scale and complexity of today's security challenges. Our unwavering focus remains on protecting our customers' networks and applications and enabling secure digital experiences worldwide.

Beyond cybersecurity, we acknowledge the broader impact of technology on society and the environment. We are committed to leveraging our expertise to address global challenges while actively supporting the customers we serve. Inclusion, diversity, and sustainability are at the heart of our operations, guiding our efforts to develop responsible products and solutions and to foster a more equitable industry.

In 2023–2024, we made measurable progress in advancing these priorities. We climbed five places to reach #17 on Israel's list of the 100 Best High-Tech Companies to Work For—an achievement that reflects the strength of our workplace culture and our commitment to our people. We are proud of our diverse and experienced workforce, with employees aged 50 and above comprising **29%** of our team, balanced by a growing community of young professionals, including students and interns who represent the next generation of cybersecurity talent. With women representing **21%** of all employees, **17%** of management roles and 28 of our top management, this dynamic mix of seasoned expertise and fresh perspectives strengthens our innovation and agility.

We also deepened our environmental commitment by achieving an **32%** reduction in diesel consumption and a **22%** reduction in gasoline use, driven by a transition away from diesel-powered vehicles. We improved waste management across our sites, increased recycling efforts, and reduced the overall volume of electronic, paper, and other waste generated. We submitted our emissions reduction commitment to the Science Based Targets initiative (SBTi) and significantly improved our Scope 3 mapping and supplier engagement to drive more accurate and actionable climate data.

Looking ahead, we plan to increase investment in—and accelerate the growth of—our cloud security services by further expanding our market-leading, AI-enabled security capabilities, opening new cloud security service centers, and broadening our cloud channels. We are confident in our strategy, excited about the opportunities ahead, and believe in our ability to deliver long-term success.

This Environmental, Social, and Governance (ESG) report reflects our corporate responsibility approach, deeply rooted in our core values. We continuously assess and refine our practices to ensure that we remain accountable in our pursuit of a better society, environment, and workplace.

Our employees' well-being remains our top priority. We have implemented rigorous safety measures, flexible work models, and mental health support offered through expert-led sessions on managing stress and uncertainty. Creating a safe, inclusive, and thriving workplace is fundamental to our collective success. We are dedicated to fostering a diverse workforce where every individual feels valued and empowered—while working to close societal gaps by increasing representation in the technology sector.

Sustainability is integral to our operations. We continue to reduce our environmental footprint by developing energy-efficient products, optimizing resource consumption, and setting clear reduction targets for water, energy, and paper usage. The progress we have achieved in the last two years further fuels our commitment to sustainable business practices.

Our responsibility extends beyond our company—we are dedicated to uplifting communities through mentorship programs, education initiatives, and volunteer efforts that create lasting, positive change. Supporting the next generation of technology professionals, particularly women and underrepresented groups, remains central to our mission. While we are proud of our progress, we recognize that our ESG journey is ongoing. This report is not just a reflection of what we have achieved, it is a reaffirmation of our long-term commitment to making a difference. We remain steadfast in advancing ESG goals that benefit our stakeholders, our communities, and the planet for generations to come.

— Roy Zisapel, President, CEO, and Director, Radware Ltd.

2. About Radware

Founded in 1996, Radware is a global leader in application security and delivery solutions for multi-cloud environments. Renowned for our award-winning portfolio, our solutions secure the digital experience by providing infrastructure, application, and network protection and availability services to enterprises globally. Our solutions are deployed by, among others, enterprises, carriers, and cloud service providers.

With a proven history of empowering over 3,400 enterprise and carrier customers globally, our solutions enable businesses to rapidly adapt to evolving market demands, ensure seamless business continuity, enhance productivity and optimize costs - all while maintaining ethical, stakeholder-focused practices.

Radware Ltd., headquartered in Tel Aviv, Israel, is publicly traded on Nasdaq (RDWR). With a global presence supported by a network of affiliates, we continue to drive innovation and security across the digital world.

Radware's Core Business

Application Delivery and Performance

- Alton w/GEL
- Load Balance as-a-service
- DNS as-a-service
- CDN
- Cloud Network Analytics

Infrastructure and DDoS Protection

- Cloud DDoS Protection Service
- DefensePro X
- Web DDoS Protection
- DNS DDoS Protection
- Firewall as-a-service
- Cyber Controller

Application and API Protection

- Cloud Application Protection
- Kubernetes WAAP (WAF & API Protection)
- Alton Integrated WAF

The Hawks' Business

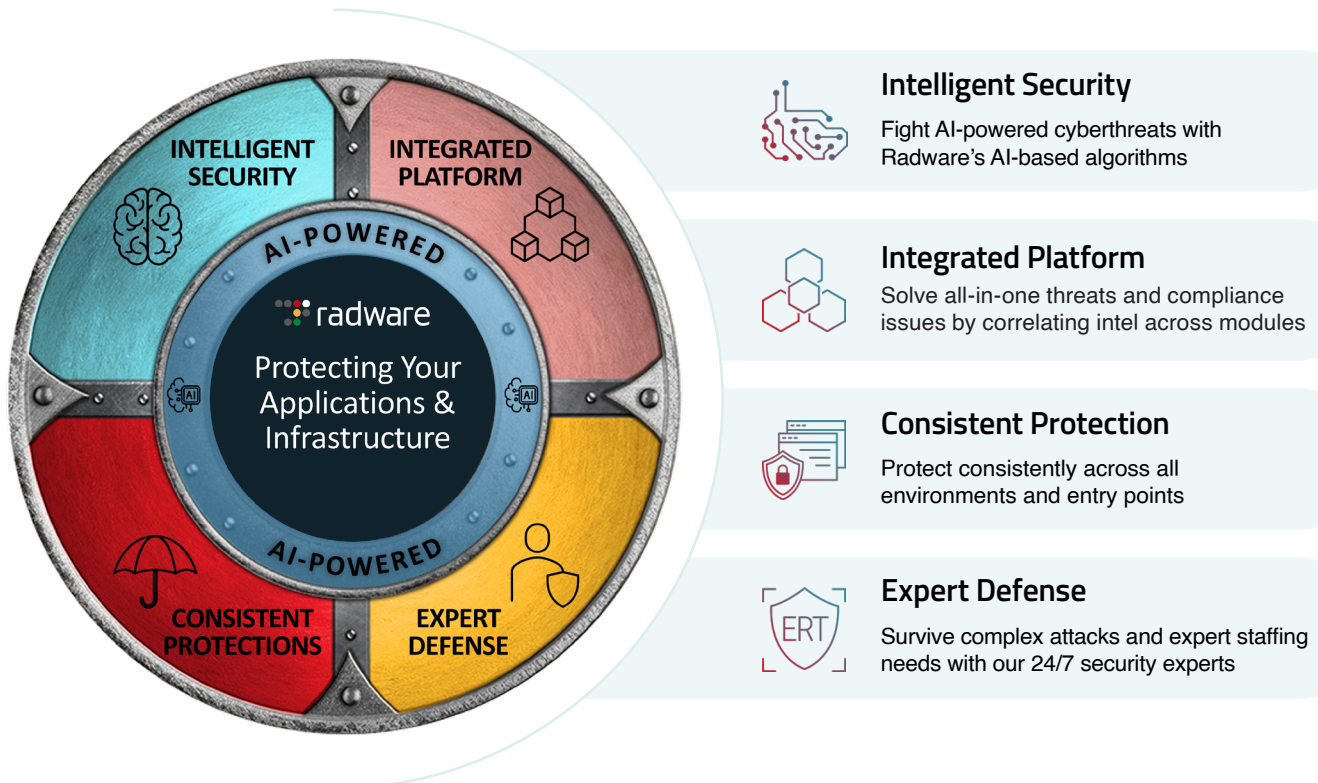
SkyHawk

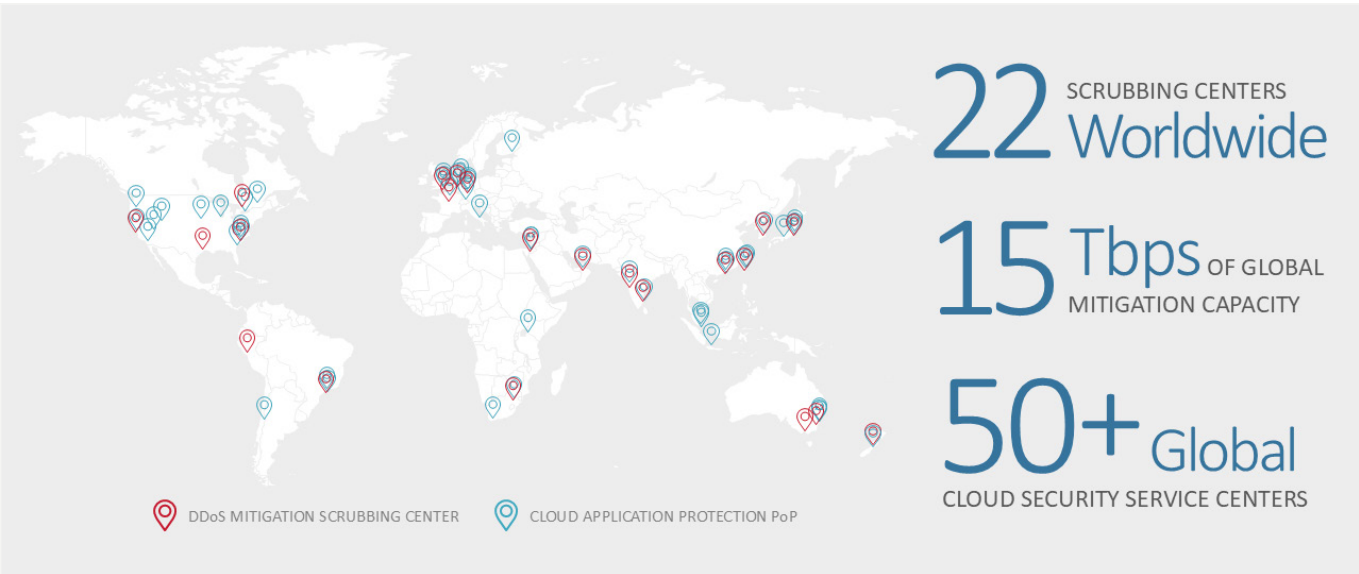
Protection of application hosted in the public cloud

- CSPEM
- CIEM
- Threat Detection
- Cross Cloud Visibility

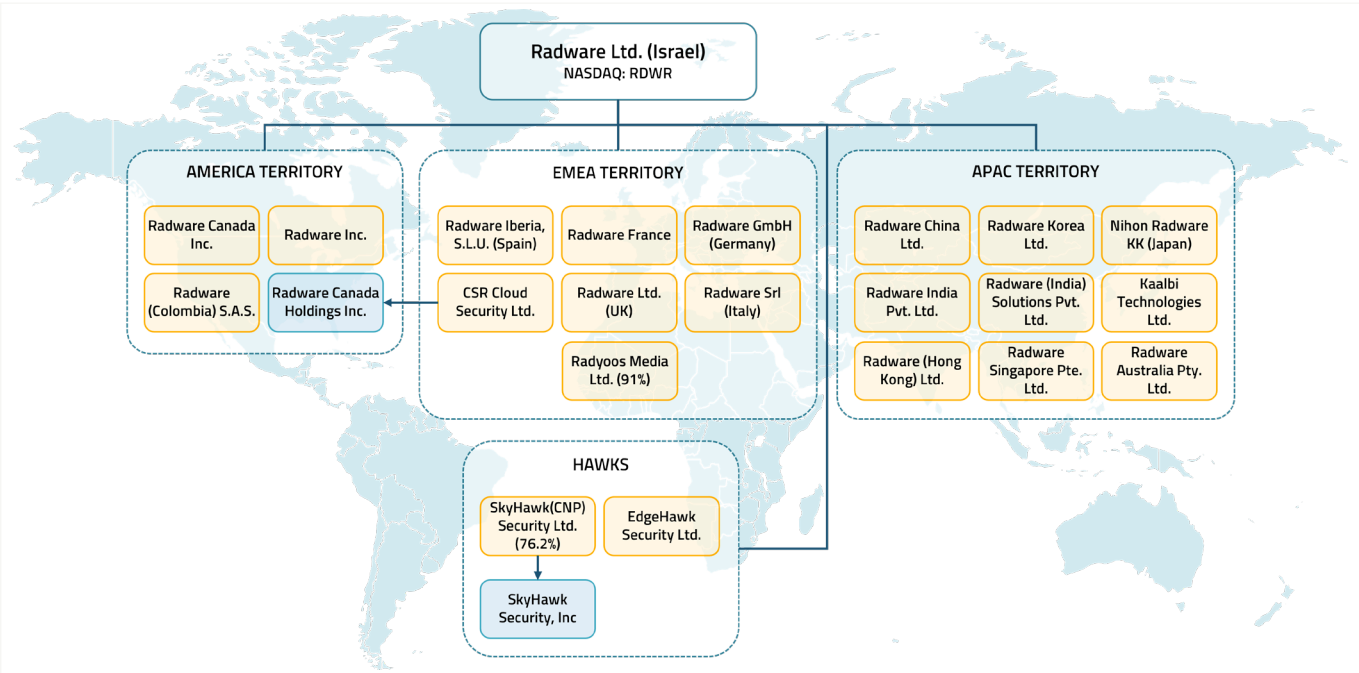
EdgeHawk

Protection of carrier's Edge





Radware Organizational Structure



Radware operates a wholly owned subsidiary in the United States, Radware Inc., which manages the sales and marketing of our products and services across the region. Additionally, we have subsidiaries in multiple countries, each primarily responsible for the sales and marketing of our products and services within their respective markets. Our subsidiaries include the following (unless otherwise specified, all are wholly owned):



Name of Subsidiary	Place of Incorporation
Radware Inc.	New Jersey, United States
Radware UK Limited	United Kingdom
Radware France	France
Radware Srl	Italy
Radware GmbH	Germany
Nihon Radware KK	Japan
Radware Australia Pty. Ltd.	Australia
Radware Singapore Pte. Ltd.	Singapore
Radware Korea Ltd.	Korea
Radware Canada Inc.	Canada
Radware India Pvt. Ltd.	India
Kaalbi Technologies Limited Ltd.	India
Radware (India) Cyber Security Solutions Private Limited	India
Radware China Ltd. 睿伟网络科技(上海)有限公司	China
Radware (Hong Kong) Limited	Hong Kong
Radyoos Media Ltd.*	Israel
Radware Canada Holdings Inc.	Canada
Radware Iberia, S.L.U.	Spain
Edgehawk Security Ltd.	Israel
SkyHawk (CNP) Security Ltd.**	Israel
SkyHawk Security, Inc.***	Delaware, United States
CSR Cloud Security Ltd.	Israel
Radware (Colombia) S.A.S.	Colombia

* We own approximately 91.0% of this subsidiary, which ceased its activities in 2017.

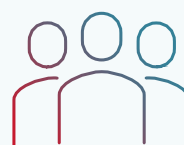
** We own approximately 76.2% of this subsidiary.

*** Wholly owned by SkyHawk (CNP) Security Ltd.

Financial Highlights for 2024



Revenue
\$275 million



Employees
1,208



Countries
80



Operating CF
\$72 million

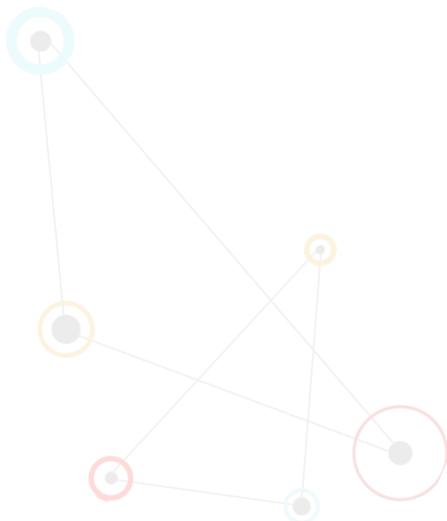
ESG Highlights for 2023-2024

- Radware **up by five points** (#17) of 100 best Hi-tech companies to work at in Israel.
- Employees aged 50 and above make up **29%** of our workforce. Women make up **21%** of all employees, hold **17%** of management positions, and account for **28%** of our top (C- Level) management. More than 95% of our employees received feedback during the year.
- We achieved a **32%** reduction in diesel consumption and a **22%** reduction in gasoline use in Israel, primarily due to the phasing out of most diesel-powered vehicles.
- **43%** of our leased fleet now consists of hybrid, electric, or plug-in vehicles.
- Between 2023 and 2024, Radware achieved a **49%** reduction in market-based Scope 1 and 2 carbon emissions. For the first time, iRECs were purchased to offset Scope 2 emissions.
- Through the Science Based Targets initiative, Radware committed to set near-term greenhouse gas emission reductions.

Economic Impact

At Radware, we recognize that our economic performance is deeply interconnected with our commitment to sustainability, innovation, and responsible business practices. As a global leader in cybersecurity and application delivery solutions, we drive economic growth by creating high-quality jobs, fostering technological advancements, and supporting a resilient digital ecosystem. Through strategic investments, ethical business conduct, and a commitment to long-term value creation, we contribute to the stability of the global economy while delivering sustainable financial performance for our stakeholders.

Our economic impact (\$ millions)	2023	2024
Direct economic value generated (revenue)	261	275
Economic Value Distributed		
Payments to suppliers, rent and other - operational expenses	90	87
Payments to employees including wages and benefits (including commissions and equity benefits).	202	192
Income tax expenses	4	7



Awards

Radware won multiple industry awards and earned multiple certifications during 2023-24, cementing its place as a world leader in the industry.



DDoS



Peer Insights rates Radware DDoS Protection Service with a score of 5.0 out of 5.0, April 2024



Forrester ranked Radware as a leader in the Forrester Wave™: DDoS Mitigation Solutions



Quadrant Solutions ranked Radware as a leader in DDoS Mitigation, 2024



Bot Management



Gartner Peer Insights rates Radware Bot Manager with a score of 5.0 out of 5.0, April 2024



Aite-Novarica ranked Radware Best-in-Class in the Bot Detection and Management, The Aite Matrix, 2022



Quadrant Solutions ranked Radware as a leader in Bot Management, 2024



WAAP



Quadrant Solutions ranked Radware as a leader in Web Application Firewall (WAF), 2024



Gartner ranked Radware as #2 in the High Security and API Security and DevOps use cases in the WAAP Critical Capabilities and as a **Visionary in the WAAP Magic Quadrant, 2022**



Gartner Voice of the Customer for Cloud Web Application and API Protection 2024 rated Radware a Strong Performer and 99% of customers are 'Willing to Recommend' Radware



Gartner Peer Insights rates Radware Cloud WAF Service with a score of 4.8 out of 5.4 with 45 ratings, April 2024



KuppingerCole ranked Radware as a product, innovation, market and overall leader in the Web Application Firewall Leadership Compass, 2024



GigaOm ranked Radware as a leader, fast mover and the only vendor to earn a top score on AI enhanced vulnerability detection in the GigaOm Radar for Application and API Protection, 2024



Ecovadis from bronze to silver



Sustainalytics low risk of 12.9



CDP from C to B- to B in Climate (and kept a C in Water)

3. Radware ESG Approach

ESG Materiality Analysis

In our 2020 report, we pinpointed various ESG topics linked to our business operations that caught our attention. During 2021 and 2022, we actively dedicated efforts to sustain control over these topics, concurrently shaping objectives for continuous enhancement and conservation.

In 2024, we conducted a comprehensive materiality analysis, including engagement with key internal stakeholders, to reassess and prioritize the ESG topics most relevant to our business and its impact. This process ensures that our ESG strategy remains aligned with evolving stakeholder expectations, emerging risks and opportunities, and the strategic direction of the company. It also helps us focus our efforts on the areas where we can create the most meaningful impact.

The updated list of material topics is presented below.

Trust by Design	Powered by People	Tech for a Thriving Planet	Integrity at the Core
<ul style="list-style-type: none"> ➤ Solutions' Data Security & Privacy safeguarding customers and solutions data from breaches or misuse and protecting personal privacy. ➤ Data Security & Cybersecurity implementing strong cybersecurity measures and protecting data integrity. ➤ Managing Technology Disruption Risks Ensuring business continuity, resilience, and responsible AI/tech use. 	<ul style="list-style-type: none"> ➤ Employee Diversity & Inclusion Fostering an inclusive culture that values different perspectives. ➤ Employee Engagement & Wellbeing, Health & Safety Supporting holistic employee health, mental wellbeing, and workplace safety. ➤ Training & Development Promoting employee learning and skill growth. ➤ Community Engagement Assuring social impact through local involvement. 	<ul style="list-style-type: none"> ➤ Environmental Footprint of Hardware Infrastructure Managing energy and water use in Radware infrastructure to ensure operational efficiency and reduce environmental impact. ➤ Product Lifecycle Management Designing products with lifecycle impacts in mind to reduce environmental harm, regulatory risk, and resource waste. ➤ Materials Sourcing & Efficiency Using raw materials efficiently and sourcing them responsibly to reduce environmental and supply chain risks. ➤ Climate Change Management Addressing climate risks and opportunities through emissions reduction, energy efficiency, and adaptation as needed. 	<ul style="list-style-type: none"> ➤ Corporate Governance & Accountability Ensuring transparency, accountability, and ethical leadership. ➤ Ethical Business Conduct & Anti-Corruption Maintaining strict codes of ethics and compliance. ➤ Responsible Supply Chain Engaging with vendors who uphold labor rights, environmental standards, and ethical practices.







ESG Approach

In an era of growing corporate responsibility, Radware strives to lead in cybersecurity and data delivery while making a positive impact on the communities where we operate. Guided by our CEO, Roy Zisapel, since 1996, we formalized our ESG approach in 2024 after a comprehensive materiality analysis and internal discussions with key stakeholders. This strategy focuses on four key pillars:

- **Trust by Design**
- **Powered by People**
- **Tech for a Thriving Planet**
- **Integrity at the Core**

Our leadership team actively oversees ESG matters, with each officer responsible for relevant processes and stakeholder relationships. We engage with employees, customers, suppliers, regulators, non-profits, shareholders, and communities, ensuring transparency and long-term sustainable value.

 Trust by Design Building secure, privacy-respecting, and resilient digital solutions from the ground up.	 Powered by People A human-centered company believing that our people are our greatest asset.
 Tech for a Thriving Planet Committed to reducing the environmental impact of our tech infrastructure.	 Integrity at the Core A values-driven culture, ethical leadership, and transparency at every level.

Supporting the UN Sustainable Development Goals

Radware, as a global leader in integrated application delivery and application security solutions, upholds its commitment to various stakeholders: customers, employees, partners, shareholders, regulators and the environment and communities where we operate.

As part of our recent materiality assessment update, we also reviewed and refined the United Nations' Sustainable Development Goals (SDGs) we focus on to better reflect our current ESG priorities and business impact.



Infrastructure and Innovation

Enhancing aging infrastructure is pivotal for sustainable development. Through innovative practices, Radware contributes to development efforts by upgrading technologies and minimizing environmental impacts throughout our operations and product life cycles.



Human Rights and Ethical Practices

Combating human rights abuse and substandard working conditions require responsible business practices. Radware is dedicated to protecting labor and human rights across all levels, expecting partners and suppliers to uphold similar ethical standards.



Inclusivity and Equality

Tackling inequalities in income and wealth demands transparency and an inclusive business model. Radware addresses inequality by promoting equal opportunities, investing in education, empowering women, mentoring the next generation in cybersecurity and fostering inclusive community investments.



Sustainable Consumption and Production

As demand for materials rises, sustainable consumption patterns are imperative. Radware manages natural resources efficiently, reducing waste and maintaining responsible sourcing practices, ensuring a conflict-free supply chain.



Climate Action

Climate change poses risks to both the environment and business operations. Radware takes proactive steps by implementing energy-efficient solutions, green IT practices, and sustainable resource-saving methods, not only within our operations but also through our core products that aid in reducing energy usage and hardware needs.

By aligning our efforts with the UN SDGs, Radware remains committed to making a meaningful impact, advancing sustainability, and contributing to a more resilient and equitable world.

4. Trust by Design

A sharp escalation in both the frequency, complexity and sophistication of cyberattacks marks the 2024 cybersecurity landscape with distributed denial of service (DDoS) incidents leading the charge with **549%** growth of Web DDoS attacks in 2024 compared to 2023. After a **171%** surge in 2023, web application and API attacks continued to climb another **41%** in 2024, and bad bot transactions grew by **35%** in 2024.

Major geopolitical events¹ - ranging from the Russia-Ukraine conflict to elections in India and the European Union (EU) - served as catalysts for a growing wave of targeted attacks. Simultaneously, hacktivist alliances leveraged emerging communication platforms like Telegram to coordinate large-scale campaigns, even as these channels came under heightened scrutiny and partial shutdowns.

Beyond DDoS, web application and API threats grew significantly, fueled by advanced methods of vulnerability exploitation, widespread use of shadow and zombie APIs and increasingly automated and artificial intelligence-driven hacking techniques.

The integration of AI itself into cyber operations has introduced both opportunities and challenges. Threat actors have leveraged AI to enhance the sophistication of attacks, including the use of generative AI models to craft convincing phishing lures and develop malware. This evolution has lowered the barrier to entry for aspiring threat actors, made social engineering attacks more effective and helped seasoned threat actors more accurately identify system vulnerabilities.

Organizations become more challenged protecting their digital assets. Alongside the evolution of the threat landscape and attackers fueled with new tools and GenAI, there are new, stricter regulatory requirements on cyber security incidents. The hybrid-cloud reality significantly expands the attack surface, creating numerous entry points for attackers. Applications now span across multiple infrastructures and technologies—including private cloud, public cloud, third-party integrations, and microservices. Over **46%** of organizations use a combination of on-premises, private cloud, and public cloud environments simultaneously, while **55%** operate across three or more environments.

At the same time, organizations are struggling with a shortage of cybersecurity staff and skills, with **67%** reporting gaps in their security teams or expertise.

In the European Union, the **Network and Information Security Directive 2 (NIS2)** was enacted in early 2023 and had a 21-month implementation period, aiming to strengthen cybersecurity resilience across critical sectors by enforcing stricter security measures and incident reporting requirements. Similarly, the EU's **Digital Operational Resilience Act (DORA)**, effective from January 2025, focuses on enhancing the IT security of financial entities, mandating comprehensive risk management frameworks and regular resilience testing. In the United States, the **Cyber Incident Reporting for Critical Infrastructure Act (CIRCIA)**, fully implemented in mid-2024, requires critical infrastructure companies to report significant cyber incidents within 72 hours. These developments underscore the necessity for organizations to adopt integrated platforms that ensure full compliance with the expanding array of cybersecurity regulations, thereby safeguarding against the increasing frequency and sophistication of cyberattacks.

The growing interest in AI has sparked both interest and fear in the technology community. The EU AI First Regulation is one of the first formal regulations aimed at controlling the risks of the misuse of AI technology. The regulation focuses on the security and privacy of personal data that will be processed by AI tools. It also attempts to protect individuals from bad or inaccurate decisions made by AI-driven processes. This regulation will soon be followed by others issued by the USA and Israel.

¹Information is taken from Radware 2024 Global Threat Report, which is based on observations and anonymized data taken from Radware cloud security services.

Our Solutions

Radware provides application security and delivery solutions for multi-cloud environments. We secure digital experience by delivering infrastructure, application, and network protection and availability services to enterprises worldwide. Our solutions are used by a range of organizations, including enterprises, carriers, and cloud service providers.

Our solutions are offered in two main categories:



Products:

We offer a range of cloud-based Security-as-a-Service subscriptions, on-premises hardware and software products and product subscriptions (or a combination of these) to our customers and partners.



Services:

We offer managed services, professional services, technical support, and training and certification to our customers and partners.

Case Study: Leading U.S. Healthcare Firm Enhances Cybersecurity with Radware Hybrid & Managed DDoS

A leading public healthcare provider serving over one million patients annually experienced repeated firewall outages due to flood-type attacks. After evaluating alternative vendors and receiving a strong peer recommendation, the organization chose Radware for its unique hybrid DDoS protection model. This decision marked the start of a multi-phase cybersecurity journey that combined on-premises and cloud-based solutions for enhanced resilience and continuous protection.

The main challenges the health care provider was challenged with included:

- **Frequent Flood-Type Attacks:** Repeated firewall outages disrupted critical operations.
- **Legacy Limitations:** Previous solutions lacked the capacity to mitigate both volumetric and application-layer attacks effectively.
- **Visibility and Control:** There was a need for enhanced control and real-time insight into the security posture.
- **Evolving Threat Complexity:** Increasing attack sophistication required scalable, continuously optimized protection.

The chosen solution included Radware Hybrid DDoS Protection, combining on-premises DefensePro with cloud-based scrubbing. Later, when attacks scale and complexity increased, Radware expanded the solution with fully managed service.

Our Products

Our cloud-based subscription offering consists of the following key cloud-based subscriptions:

Cloud DDoS Protection Service: Our Cloud DDoS Protection Service provides a full range of enterprise-grade DDoS protection services in the cloud. Based on our DDoS protection technology, it offers organizations wide security coverage, accurate detection, and a short time to protect from today's dynamic and evolving DDoS attacks. We offer a multi-vector DDoS attack detection and mitigation service, handling network-layer attacks, server-based attacks and application-layer DDoS attacks.

We offer several Add Ons to our Cloud DDoS Protection Service:

- **Cloud Web DDoS Protection:** We offer our Cloud users an additional protection layer dedicated to detecting and mitigating sophisticated application-layer DDoS attacks. Our Cloud Web DDoS Protection uses advanced L7 behavioral-based detection and mitigation techniques to block sophisticated Web DDoS Tsunami attacks, offering protection against advanced HTTP/S floods that use randomization techniques to bypass traditional protections.
- **Cloud Firewall-as-a-Service:** Our Cloud Firewall-as-a-Service (FWaaS) provides a cloud-based network firewall solution that helps offload unwanted traffic before it reaches the organization's network, thereby improving network efficiency and providing consistent protection for the entire network. With no appliance to manage and IP blocking at scale, the service helps organizations manage their traffic in a more efficient and less human-intensive manner.
- **AI SOC Xpert DDoS:** Our AI SOC Xpert empowers SOC teams by providing real-time detection and adaptive responses, significantly reducing the time and effort required to manage incidents. This service allows SOC teams to quickly identify and resolve issues, minimizing downtime and enhancing overall security posture. The intuitive AI assistant streamlines data access and decision-making, allowing teams to focus on strategic tasks rather than manual processes. By lowering operational costs and expediting onboarding, it ensures that SOC teams can operate more efficiently and effectively, improving their ability to protect the organization.



Cloud Application Protection Services: Our Web Application and API Protection (WAAP) suite is a one-stop shop for organizations' application security needs, providing WAF, API Security, bot management, Layer 7 DDoS mitigation, account takeover (ATO) protection and client-side protection. Our Cloud Application Protection Services are offered in three service plans. Each plan is designed to cater to different cybersecurity needs and risk exposure, as well as different levels of managed services.

We offer several Add Ons to our Cloud Application Protection Services:

- **Cloud Web DDoS Protection:** (see above)
- **CDN:** For enterprises that wish to combine website delivery with their web application security, we offer a content delivery network (CDN) solution integrated directly into our Cloud Application Protection portal. Our CDN solution is based on the Amazon CloudFront CDN for a globally distributed footprint, enhanced performance, and DevOps-friendly usability.
- **PCI DSS 4 Compliance:** In addition to the WAF and API protection against business logic attacks, which are necessary for PCI DSS 4 compliance and included in our Cloud Application Protection service plans, the PCI DSS 4 add-on offers customers extended, specific client-side protection controls as required by PCI DSS 4 Sections 6.4.3 and 11.6.1.
- **DNS as a Service (DNSaaS):** Our DNSaaS provides comprehensive Domain Name System (DNS) management, which is essential for the seamless functioning of any online application. It's about safeguarding businesses' digital presence and ensuring end-users a seamless experience.
- **Load Balancer as a Service:** Our Load Balancer as a Service (LBaaS) complements cloud application protection services with improved SLA and scalability while maintaining high availability and protecting all origin sites. It provides Active/Active traffic and user load balancing between original sites.

Our physical and software products consist of the following key products:

DefensePro X Attack Mitigation Device: DefensePro X Attack Mitigation Device, DefensePro®, provides automated DDoS protection from fast-moving, high-volume, encrypted or very-short-duration threats and is part of Radware's attack mitigation solution. It defends Internet of Things (IoT)-based, Burst, DNS and Transport Layer Security / Secure Sockets Layer (TLS/SSL).

- **Radware Kubernetes WAF:** Radware Kubernetes WAF is a Web Application Firewall solution for CI/ CD environments orchestrated by Kubernetes. Our Kubernetes WAF integrates with common software provisioning, testing and visibility tools in the CI/CD pipeline offering both IT security and DevOps personnel detailed insight down to the pod and container levels, and enables organizations to implement application and data security in on-premises and cloud-based implementations.
- **Alteon® Application Delivery Controller (ADC):** Alteon is our application delivery and security solution. Alteon manages application traffic across cloud and data center locations, optimizing availability and performance providing advanced, end-to-end local and global load balancing capabilities for web, cloud, and mobile-based applications. Alteon integrates multiple application protection services to provide protection against an array of cyberthreats. Alteon's analytics also provides insightful visibility so that IT managers can manage and guarantee application service level agreement (SLA) and stay ahead of cyberattacks. We offer Alteon with a Global Elastic Licensing (GEL) solution, a purchasing and deployment subscription that enables a high level of flexibility for ADC services across datacenters, private and public clouds. GEL enables dynamic ADC capacity allocation and the ability to move that capacity across environments, without having to invest separately in a dedicated ADC infrastructure for each location where an organization's applications are deployed (e.g., on-premises, public cloud, etc.). This application delivery licensing model helps to eliminate planning risks in the purchase and deployment of ADC services, enabling continuous investment protection of the ADC infrastructure throughout its lifecycle duration.
- **Cyber Controller:** Our Cyber Controller is a unified solution for management, configuration, and attack lifecycle. The Cyber Controller provides enhanced security, increased visibility, and improved user experience via multiple security operation dashboards for a unified view into attack lifecycle and mitigation. analysis for both inline and out-of-path DDoS deployments. Cyber Controller provides network analytics with comprehensive visibility of traffic statistics during peacetime and attack, simplified management and configuration with unified visibility and control.
- **Cyber Controller MSSP Portal:** The Managed Security Service Provider (MSSP) Portal is designed to help service providers to deliver cyber security services while simultaneously reducing Total Cost of Ownership (TCO) and Mean Time to Resolve (MTTR) and surpasses margin revenue targets. It provides end-customers with comprehensive insights into the status of their protected network, offering visibility into both peacetime and attack traffic. Additionally, our portal allows service providers to offer invaluable services such as self-operating capabilities to their customers, particularly for those with expertise in security operations. Leveraging the power of multitenancy, our MSSP portal enables service providers to efficiently manage multiple customers, ensuring seamless operations and optimal resource utilization.

Customer Services

We offer technical support, professional services, managed services and training and certification to our customers. Our key customer services consist of the following:

- **Certainty Support Program.** We offer technical support for all our products through our Certainty Support Program. Certainty support levels include:
 - **Basic:** This level provides business day access, including weekends from 9 a.m. to 5 p.m. (local time) to technical support center services, and technical documentation, either via the Web, e-mail, or direct phone support during working days. New software releases are available for units covered under the certainty support program.
 - **Standard:** This level increases access to the technical support center 24/7/365 and adds next business day replacement of failed hardware and waives customer shipping costs.
 - **Advanced:** This level increases the certainty support level standard to four hours' replacement of failed hardware advanced replacement.
- Our professional services group is staffed by a global team of experts possessing extensive knowledge and experience in security and application delivery both in data centers and the cloud. The group offers a full range of services to design, implement, automate, and optimize our customer solutions. We offer the following key professional services:
 - **Design and Planning:** This service plans and designs applications for future growth with Radware engineers. The service starts with a review of business goals, network optimization assessment and an overview of application architecture and security requirements to help create a comprehensive deployment plan that is tailored to organizational IT requirements.
 - **Application and Security Optimization Services:** This service analyzes and reviews the current implementation and design and provides recommendations to help optimize the system and achieve business goals.
 - **Resident Engineer:** Our Resident Engineer service is a proactive on-site engineer who performs operations, design, and automation activities. From initial deployment to ongoing management and day-to-day operation, our Resident Engineer service decreases the time demands on our customers' staff, allowing them to focus on their core business.
 - **Technical Account Manager:** Our technical account manager (TAM) is a proactive consultant that implements best practices, provides guidance, and optimizes networking and application resources.
- **ERT Service.** Our Emergency Response Team (ERT) is a group of security experts available 24x7 for proactive security support services for customers facing an array of application and network layer attacks. These services include:
 - **ERT Managed Security Service:** Our ERT offers a fully managed application - and network-security service. The service covers a broad range of attack types from different forms of DDoS to a variety of application attacks against our customers' servers or data centers. It includes immediate response, onboarding, consulting, remote management, and reporting.
 - **ERT Under-Attack Service:** The ERT under-attack service offers 24x7 access to a security expert within 10 minutes. The ERT engineer will take the lead, fight off attacks and provide postmortem analysis of security events. The ERT under-attack service lets organizations know there is someone to rely on, guaranteeing support throughout the attack life cycle from the moment it begins. The ERT experts are available 24x7 and assist large enterprises worldwide with complex multi-vector attacks against their networks, data centers and application services.

Customer Satisfaction

Radware's primary concern is the security of our customers. Our customer base is diverse, ranging from service providers to banks, financial institutions, and governments; to technology, e-commerce, and gaming companies and more. What they each have in common is a strong need for cybersecurity.

Although Radware's application security tools use automation and behavioral learning to adapt to new threats, we provide 24-hour customer support for our customers, which is especially needed in the case of a cyberattack.

We are proud to report that customers rated² Radware Cloud WAF Service 4.7 out of 5.0, based on 149 ratings; Radware Bot manager 4.6 out of 5.0, based on 26 ratings; and Radware DefensePro 4.6 out of 5.0, based on 51 ratings.

²According to Gartner Peer Insights, Peer Insights content consists of the opinions of individual end users based on their own experiences.

5. Powered by People

Radware believes that our success hinges on the strength of our diverse, dedicated, and motivated workforce. We relentlessly champion our team by fostering an environment where they can thrive, fostering productivity and personal growth. Our strategy to attract, train, and retain top talent starts with robust recruitment practices aimed at diversifying our pool of qualified candidates, emphasizing gender and ethnic inclusivity.

We cultivate a culture of open communication and offer extensive support systems to prioritize our employees' well-being. Our accomplishments in fostering an inclusive and supportive organizational culture are reflected in the positive feedback from our workforce, evident in the notably high employee tenure.

We conduct an employee survey every two to three years to gather insights and feedback. The most recent survey was conducted in May 2023, with participation from approximately 56% of our employees.

Onboarding conversations are conducted with all employees in accordance with company procedures - both upon starting their roles and again after three months. In addition, feedback conversations are held with high-potential employees ('talents'). In 2024, due to the 'Iron Swords' war, roundtable discussions were held primarily with team leaders.

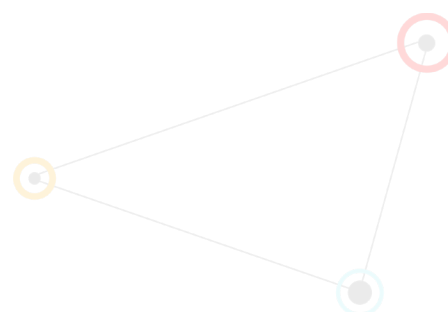
We are also proud to consistently rank highly in the annual Israeli 'Best Workplace to Work For' survey. Compared to both high-tech companies and the overall market, our ratings have shown a steady upward trend year after year:

Year	Among All Companies in Israel	Among High-Tech Companies
2021	#64	#26
2022	#42	#22
2023	#30	#17

This reflects our ongoing commitment to fostering a supportive and engaging work environment.

Approximate numbers of employees and subcontractors by category of activity	2021	2022	2023	2024
Israel	488	589	590	560
North, Central and South America (principally the United States)	226	252	229	235
EMEA (Europe, the Middle East and Africa)	125	124	113	109
Asia-Pacific	304	313	286	304
Total workforce	1,143	1,278	1,218	1,208
Approximate numbers of employees and subcontractors by category of activity				
Research and development	433	494	479	449
Sales, technical support, business development and marketing	578	647	602	621
Management, operations and administration	132	137	137	138
Total workforce	1,143	1,278	1,218	1,208

All data in this chapter is presented at the global level.

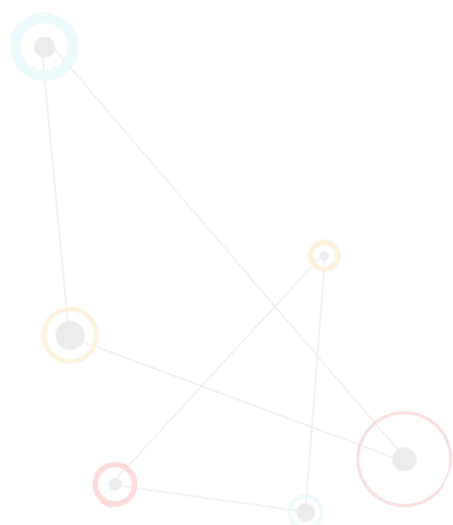


Number of employees and subcontractors by role	2021	2022	2023	2024
Senior Management	33	39	40	40
Managers	225	273	260	256
Employees (permanent)	791	865	824	820
Subcontractors	94	101	94	92
Total	1,143	1,278	1,218	1,208

Employees by nature of employment	2021	2022	2023	2024
Average amount of years employees stayed with the Company	5	5	5.8	6.2
Number of full-time employees	1,049	1,177	1,124	1,116
Number of external employees absorbed as employees of the company	11	31	6	7
Number of employees to whom collective bargaining agreements apply	0	0	0	0

Percentage of employees that:	2021	2022	2023	2024
Require a work visa	2	2	2.7	2.5
Located offshore	0.2	0.4	0.5	0.4

Turnover rate	2023	2024
	17.6%	17.5%



Human Rights and Labor Standards Policy

Radware respects the rights and dignity of all people and complies with human rights and international law in all our company's activities. Our [Human Rights and Labor Standards Policy](#), which is approved by Radware's Board of Directors and executive management, includes the need to respect the labor rights of our workers and provide equality of opportunity for individuals regardless of gender identity, race, creed, nation of origin, sexual orientation and demands that employees meet a high standard of professional conduct. Furthermore, we apply these standards to our supply chain, outsourced labor and those who supply materials to ensure that all aspects of our business operations are run ethically.

Employee Hires and Dismissals

Employee turnover by gender and age		2021		2022		2023		2024	
Employee turnover	Age group	Employees and managers who have been hired	Employees and managers whose employment has ended (dismissed/ resigned / retired)	Employees and managers who have been hired	Employees and managers whose employment has ended (dismissed/ resigned / retired)	Employees and managers who have been hired	Employees and managers whose employment has ended (dismissed/ resigned / retired)	Employees and managers who have been hired	Employees and managers whose employment has ended (dismissed/ resigned / retired)
Men	Under 30 years old	55	24	73	28	65	30	61	36
	30-50 years old	119	137	147	116	62	91	70	81
	Over 50 years old	21	43	39	47	14	42	19	37
Men Total		195	204	259	191	141	163	150	154
Women	Under 30 years old	30	10	38	14	18	14	18	18
	30-50 years old	44	41	35	47	23	30	17	27
	Over 50 years old	5	12	5	6	2	4	1	5
Women Total		79	63	78	67	43	48	36	50
Under 30 years old total		85	34	111	42	83	44	79	54
30-50 years old total		163	178	182	163	85	121	87	108
Over 50 years old total		26	55	44	53	16	46	20	42
Total		274	267	337	258	184	211	186	204

Radware remains committed to fostering a workplace that champions diversity and inclusiveness, ensuring equal opportunities for all. Our corporate policies steadfastly prohibit any form of harassment, discrimination, or hostile behavior, with strict repercussions for those violating these principles.

To nurture a supportive environment, Radware continually enhances work conditions through bi-annual interactive round table discussions, supplementary compensation for non-standard workdays, extra holidays and team-building events, remote work opportunities, and healthcare benefits. These measures aim to create a comfortable and functional workspace that caters to the diverse needs of our valued employees.

[illegible]

Number of employees and subcontractors by role	2021	2022	2023	2024
Senior Management	33	39	40	40
Men	26	30	31	31
Women	7	9	9	9
Managers	225	273	260	256
Men	190	226	219	215
Women	35	47	41	41
Employees (permanent)	791	865	824	820
Men	594	659	622	632
Women	197	206	202	188
Subcontractors	94	101	94	92
Men	76	76	71	68
Women	18	25	23	24
Total	1,143	1,278	1,218	1,208

Employees over 50 in workforce by gender		2021	2022	2023	2024
Men	Under 30 years old	92	123	88	110
	30-50 years old	496	542	505	504
	Over 50 years old	222	250	280	264
Men Total		810	915	872	876
Women	Under 30 years old	45	60	40	40
	30-50 years old	149	154	147	139
	Over 50 years old	45	48	65	59
Women Total		239	262	252	238
Under 30 years old total		138	183	128	150
30-50 years old total		645	696	651	643
Over 50 years old total		267	298	345	323
Total		1,049	1,177	1,124	1,116

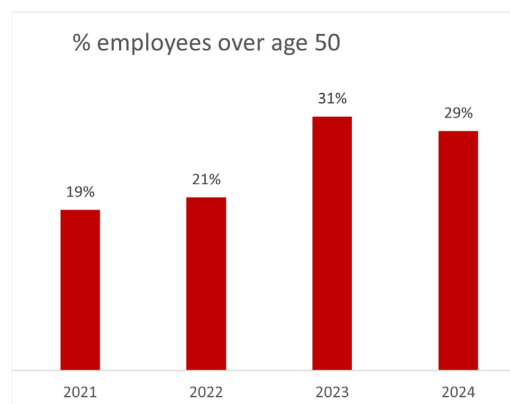
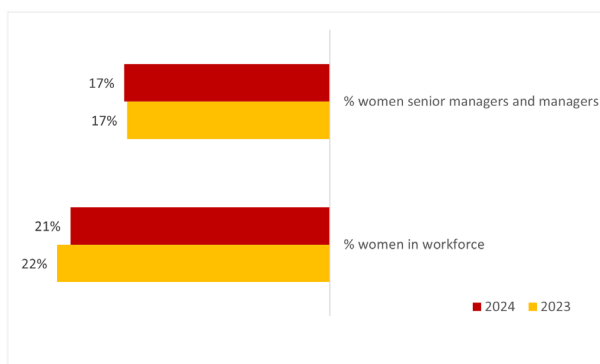
The data presented does not include contractor workers.

Gender Diversity

We place Significant emphasis on promoting gender diversity, actively working to enhance representation for women within our workforce. Guaranteeing pay equity between genders, implementing stringent policies, and fostering an inclusive environment devoid of abuse, harassment, and discrimination are paramount in our commitment.

Women make up 21% of all employees, hold 17% of management positions, and account for 28% of our top (C-level) management

Employees aged 50 and above make up 29% of our workforce (not including subcontractors).



Radware annually conducts a comprehensive gender pay gap analysis that considers job function and seniority level to monitor our alignment with equal pay principles. No gaps identified outside of Israel.

Gender Pay Gap Reporting

In line with the Israeli legal requirements, Radware publishes an [annual gender pay gap report](#), segmented by groups of employees with similar job characteristics.

Within these segmentation groups, minor differences were identified - some favoring women and others favoring men. The weighted average gap across all groups stands at 1.4%.

A detailed review revealed that these differences primarily stem from factors such as military reserve compensation, variations in seniority, relevant experience, and individual professional achievements.

We remain committed to equity pay and regularly review our compensation practices. Where needed, we take corrective action to ensure that all Radware employees are fairly and appropriately compensated.

Fostering Inclusion Through Awareness and Connection

Radware is committed to cultivating a workplace where diversity, equity, and inclusion (DEI) are not only valued but actively promoted through meaningful, day-to-day actions. In 2023/2024, we advanced this commitment by launching a range of initiatives designed to raise awareness, build empathy, and strengthen connections among employees. These initiatives included dedicated educational webinars, opportunities for employees to share their personal stories, and partnerships with socially responsible businesses—such as our coffee stand and internal library, both operated by individuals with disabilities. Through these efforts, we continue to foster a more inclusive environment where every voice is heard, respected, and empowered.



Radware partnered with chain of socially responsible coffee shops. The stand operates daily at Radware.



Radware partnered with chain of socially responsible bookstore.



Primary site sponsor, making our commitment to supporting LGBTQ+ youth and individuals visible and impactful



Preventing Harassment and Discrimination

Radware takes pride in the high standards to which we hold our employees to treat others with dignity, decency, and respect. We prohibit all forms of discrimination and harassment within the workforce and among suppliers, contractors, and consultants. Radware treats the potential infractions of our harassment and discrimination policies with the utmost seriousness and takes measures to educate its employees on these critical matters while preventing harmful conduct and disciplining potential violators. The Anti-Discrimination and Anti-Harassment Policy is found within the Code of Conduct and Ethics.

Radware provides a secure channel for employees to report instances of harassment or discrimination, ensuring safe recourse to HR. Our commitment extends to safeguarding individuals who report such incidents from any form of retaliation.

Central to our anti-harassment and discrimination policy is the comprehensive education of our workforce to recognize, prevent, and report such behaviors. To reinforce this commitment, all employees are required to undergo annual training sessions focusing on identifying and addressing workplace harassment.

In both 2023 and 2024, there were no reported cases related to harassment or discrimination in the company.

We are pleased to share that in the past seven years, we have experienced no reports of sexual harassment in our company.


Rate of employee training	2022	2023	2024
Preventing sexual harassment	100%	95%	90%

The decrease in employee training is attributed to a high number of employees called for reserve duty during the year, as part of Israel's ongoing Iron Swords war effort.

Employee Growth and Development

Enhancing Radware's operational efficiency and fostering personal and professional empowerment among our employees are paramount. It all starts with our Buddy program, pairing newcomers with experienced colleagues to streamline their integration into the team. From there, we offer a plethora of in-house training initiatives, complemented by participation in external conferences, workshops, and courses, all aimed at arming our workforce with essential skills. We cultivate a culture of excellence through bi-annual performance evaluations and abundant internal opportunities for innovation and advancement.

Our employee development and empowerment efforts are based on three main pillars:

Organizational Development Processes	Talent Development	Managerial Development
<p>➤ Annual performance management process – that also helps us reveal skill gaps for future development programs.</p> <p>➤ Talent mapping – for future talent development programs.</p> <p>➤ Succession planning – according to level of competence and readiness.</p>	<p>An annual learning plan based on cross-company's needs analysis survey aligned with business goals.</p> <p>This personalized program allows participants to select skills they wish to enhance, fostering their full potential. Each talent receives a customized development plan, combining one-on-one mentoring, group sessions, online learning, and workshops, all focused on their chosen skill areas. This approach ensures a targeted and enriching growth experience for our talents.</p> <p>Training includes technical skills courses, power skills, future readiness (such as AI upskilling training), and top talent development with internal and external mentoring.</p>	<p>Leadership development program to equip Radware leaders with cutting-edge leadership skills and insights, navigating management challenges in alignment with our core values.</p> 

Training & education	2021	2022	2023*	2024
Employees participated in trainings	83%	82%	76%	86%
Unique learners ICs vs managers			<p>➤ Managers – 89%</p> <p>➤ ICs – 65%</p>	<p>➤ Managers – 90%</p> <p>➤ ICs – 84%</p>
Avg learning days (8 hours per day) per learner			3.2 (25.6 hours)	2.95 (23.6 hours)
Unique learner per learning category			<p>➤ Managerial Skills 11.65%</p> <p>➤ Onboarding programs 9.64%</p> <p>➤ Technical Skills 33.59%</p> <p>➤ Power Skills 20.11%</p> <p>➤ Product Related Skills 25%</p>	<p>➤ Power Skills 28.9%</p> <p>➤ Onboarding programs 7%</p> <p>➤ Technical Skills 35.3%</p> <p>➤ Managerial Skills 5.7%</p> <p>➤ Product Related Skills 25.4%</p> <p>➤ Professional Skills 6.9%</p>
Talent development program			<p>➤ 11 top talents completed an external mentoring program</p>	<p>➤ Launched a new program for 120 talents, defined as High Potentials, offering different workshops and group work</p> <p>➤ 20 top talents went through an external mentoring program</p> <p>➤ Seven talents went through an internal mentoring program</p>

* In 2023, we transitioned to a more automated data collection system to improve efficiency and accuracy. As a result of this change, data tracking was temporarily disrupted during the initial implementation phase, particularly from January to March. In addition, the outbreak of Iron Swords war in Israel had a significant impact on employee engagement in learning activities, contributing to lower participation levels during the year compared to previous periods.

Note: The training data presented does not include mandatory regulatory training, which is tracked and reported separately in 'Integrity at the Core' chapter.

Technical and Professional Training Policy

Radware has instituted a comprehensive technical and professional training policy, delineating procedures for training Radware staff and customers alike. This initiative aims to deepen understanding in areas such as network security, application security, application delivery, and web performance optimization. Our technical team goes beyond foundational knowledge, gaining firsthand expertise to fully leverage the capabilities of Radware's solutions. Training programs are flexible, offered in-person or online, and encompass a blend of lectures, practical lab exercises, real-world case studies, and troubleshooting simulations to enhance the learning journey. Continuous training is a cornerstone, with Radware employees regularly engaging in annual sessions covering diverse topics. Additionally, suppliers and subcontractors receive tailored training, as necessary.

In addition to honing professional and technical competencies, Radware places emphasis on developing soft skills among its workforce, including mindfulness, time management, and effective communication.

Career Navigator Program Launch

In 2023, Radware launched the Career Navigator program as a dedicated learning initiative for the P&S organization. This skills-based learning program includes a platform that helps employees identify critical skills for desired roles, assess their current capabilities, and discover tailored learning opportunities. By providing clarity around career paths and skill expectations, the program empowers employees to take ownership of their development and growth.

Talent Development — Learning Data YTD

Data-Driven Learning Approach



86%

Unique Learners
(Excluding compliance training)

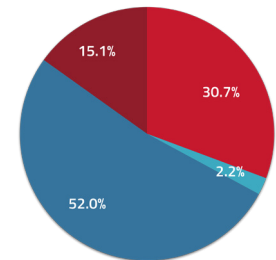


2.95~

Avg. Learning Days
(8 hours) Per Learner

Learners Per Learning Method

- IMS
- Conference
- Institution Lead
- Online (Udemy)



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Participants in Learning Activities

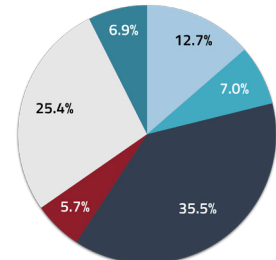


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Online Learning Hours

Learners Per Learning Category

- Power Skills
- Onboarding
- Technical Skills
- Managerial Skills
- Products Related Skills
- Professional Skills



Encouraging Employee Excellence

At Radware, we prioritize fostering ongoing communication with our employees to enhance their advancement and bolster the company's effectiveness. The management team at Radware is committed to instilling and nurturing a culture of continual dialogue and personal development.

Through our Meet & Talk process, conducted biannually for all employees, individuals are afforded the chance to evaluate their progress, set developmental objectives, and engage in constructive discussions with management about areas for improvement. These midyear dialogues incorporate annual mapping utilizing the 9-box methodology to further refine development strategies.

Case Study: Recognizing Radware's Top Contributors

Annually, Radware honors its most valuable employees for their exceptional contributions in two major events: the Company Kickoff, featuring the Circle of Excellence (COE) Awards, and the MVP event, celebrating the MVPs. These events recognize outstanding individual achievements and foster a culture of excellence and motivation across the company, highlighting the importance of individual efforts in our collective success.

Percentage of employees who received feedback during the year	2021	2022	2023	2024
End of the year	97%	96%	96%	96%
Middle of the year	88%	98%	95%	98%

Meet & Talk — Performance Management Process



Evaluate past year goals

- Evaluating last year's achievements and progress.
- Seeking stakeholder feedback for a broader perspective.



Set goals for the upcoming year

- Setting goals for the upcoming year to define professional and personal goals.



Conduct a dialog

- Engaging in a dialog with the direct manager to set expectations, align on goals, and secure support.

Internal Mobility Policy

The company recognizes the importance of continuous growth and adaptability in today's dynamic environment and actively supports employee development through opportunities for advancement and skill-building. Radware is dedicated to facilitating smooth transitions for employees across different roles and departments that align with their skills and capabilities. Employees who have completed a minimum of two years with the company can express their interest in transferring to another available position. Upon approval from relevant managers, the transition is executed within 45 days.

Innovation and Open Feedback Culture

Radware fosters an environment where employees are actively encouraged to contribute their ideas and suggestions for enhancing various aspects of company performance. Over time, numerous improvements have been successfully implemented based on employee proposals. These include initiatives such as adopting more environmentally friendly printing practices, introducing sustainable solutions in the canteen, launching customer hack challenges, implementing changes in the customer portal, and integrating new features into product solutions.

Case Study: Global Hackathon

Radware's annual hackathon has become an established internal practice to encourage innovation and cross-team collaboration. In Q4 2024, the company held a global, cross-functional hackathon with a dedicated focus on Generative AI. The event brought together 91 participants across multiple functions, forming 16 teams

Projects explored the use of GenAI to improve product capabilities, streamline internal processes, and enhance service delivery. This initiative reflects Radware's ongoing efforts to experiment with emerging technologies in a structured, outcome-oriented environment.



Health and Safety

Radware's Commitment to Employee Safety

Radware is committed to providing a safe and healthy workspace for all our employees. We ensure a high standard of employee safety through maintaining a proper work environment and ensuring that employees are informed of and comply with relevant health and safety guidelines. Radware fully adheres to the relevant international standard – ISO 45001.

We are committed to continuous improvement in workplace safety, striving each year toward **our ultimate goal of zero accidents**. As part of our systematic approach, we undergo an annual ISO 45001 audit and operate according to a formally approved safety plan.

The company's safety officer develops an annual safety plan that outlines all relevant roles and responsibilities, including those of safety committees and trustees. The plan addresses emergency response procedures, allocated resources, required certifications, risk management practices, training programs, occupational medical examinations, performance targets, KPIs, and more – ensuring a comprehensive and proactive approach to workplace safety.

Furthermore, the company operates digital platforms that provide employees with direct access to the safety management plan, including emergency procedures, committee updates, drill schedules, and identified risks.

Our efforts have already yielded tangible results. Following a collaborative session with the fleet manager, combined with quarterly monitoring and targeted training, the number of traffic accidents has decreased significantly.

We continue to invest in hands-on training and preparedness. A firefighting drill using a dummy screen and a virtual fire extinguisher simulation was first conducted with the emergency team and is now being expanded to all employees. Additionally, we provide annual first aid refresher sessions to ensure our teams are ready to respond in case of an emergency.

Among the various annual goals and performance indicators outlined in the safety plan, the company has set a specific and clear target:

achieving a 10% reduction in both the number of workplace accidents and days of absence compared to the previous year.

Maintaining a Safe Working Environment

Ensuring that our facilities are maintained to avoid employee injuries is a critical aspect of our safety policy. Radware has built safety measures into our workplaces, including a fall protection system, walkways, handrails and so on. We maintain tools and equipment to ensure they are used safely, provide necessary health and safety equipment, keep walkways clear of debris, abide by a comprehensive safety policy, and educate employees in safety measures and reporting guidelines. These measures protect individual employees from injury, ensure the effectiveness of company operations and are a critical component of the ethical standards to which we hold ourselves.

Recognizing the significant harm of secondhand smoke, Radware also maintains smoke-free work facilities. While employees may smoke at their discretion during work breaks, company policy mandates that they do this outside of our offices or work sites.

Employee Conduct

Employees are the eyes on the ground when it comes to the implementation of our health and safety policy. To ensure that safety standards are met, and hazards are avoided, our workers must be aware of risks and take responsibility for reporting them to management.

Additionally, Radware occasionally updates its safety policies in response to safety concerns or changes in international standards. Employees are expected to familiarize themselves with these policies to guarantee their full enforcement.

Measures taken by employees to ensure employee safety include inspecting tools and equipment before use and informing supervisors in a timely manner of both real and potential safety risks, including improper functioning equipment, unsafe work conditions and/or practices in the workplace and any injuries that occur. Furthermore, Radware's safety officer conducts root cause analysis on injuries to prevent their recurrence in the future.

Work-related injuries	2022	2023	2024
The main types of work-related injury	Traffic accidents		
The number of traffic accidents	3	5	6
The number of recordable work-related injuries – not including traffic accidents	0	0	0
Total accidents to employees - Men	2	4	4
Total accidents to employees - Women	1	1	2
Total number of days missed due to work related injuries	16	147	98
Men	15	29	87
Women	1	118	11

Percentage of employees participating in each training	2022	2023	2024
Health and safety	56%	98%	90%

The decrease in the rate of employee training sessions is attributed to the campaign's launch coinciding with vacations and holidays. However, in 2025, the campaign began earlier and was implemented in a more focused and sustained manner. As a result, we expect to see improved performance.

Employee Welfare

At the heart of our culture there is a strong commitment to employee well-being and engagement. In 2023/2024, we continued to foster a supportive, inclusive, and dynamic work environment through a wide range of global and local initiatives that celebrate personal milestones, promote work-life balance, and strengthen team spirit.

Global Routine Initiatives

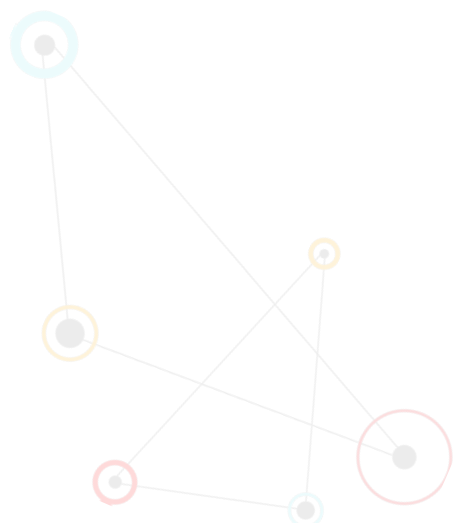
Throughout the year, we marked meaningful moments in our employees' lives with thoughtful gestures such as birthday greetings with vouchers, newborn and wedding gifts, and messages of condolence during times of loss. We also celebrated achievements and dedication through employee recognition programs, team events, veteran honors, New Year gifts, seasonal kits, the MVP event, and the Circle of Excellence celebration.

Global Employee Experience

Our global engagement efforts included a variety of interactive and inspiring initiatives, such as fitness challenges, virtual competitions, storytelling campaigns, webinars, photo contests, memorial events, educational lectures, and surprise experiences - designed to keep our global teams connected, motivated, and inspired.

Israel Employee Experience

In Israel, employees enjoyed a rich calendar of events tailored to foster community and joy. Highlights included festive holiday events, weekly social gatherings, sports classes, and special family-focused activities such as summer camp and first-grade milestone celebrations. We also took pride in organizing family sunset trips and participating in community support efforts that strengthen our bond with the society around us.



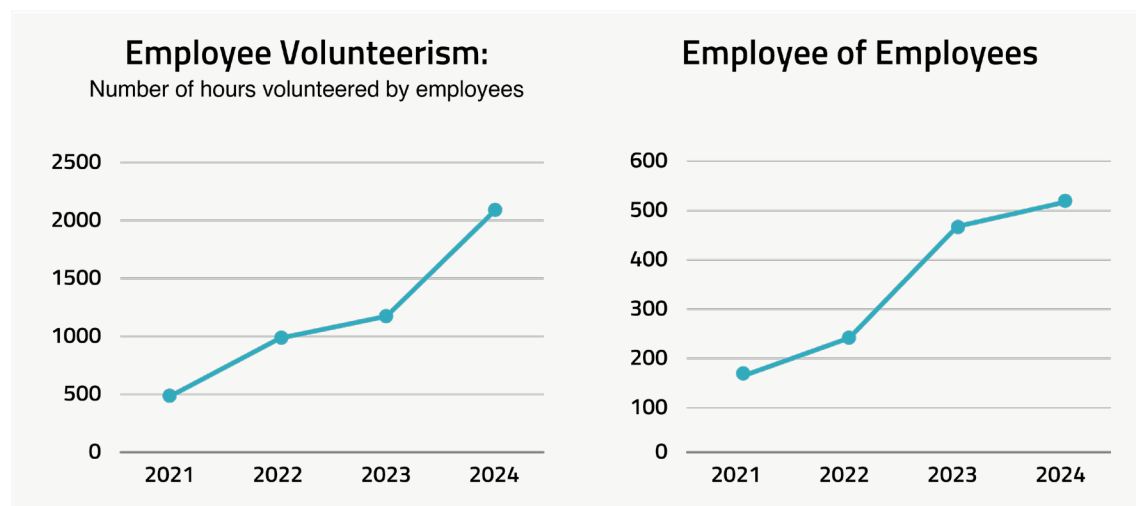
Corporate Social Responsibility

Radware is committed to social responsibility, and this commitment guides our approach to community outreach and engagement. We aim to be active contributors to the well-being of the communities in which we operate. To achieve this, Radware actively supports community programs, advocates for gender diversity, participates in inclusion initiatives for disadvantaged communities, and works towards empowering the next generation of hi-tech innovators.

A key focus of our outreach strategy is our proactive approach to volunteering within local communities.

We believe in fostering sincere, ongoing, and enthusiastic engagement. Radware encourages employees to volunteer in a way that aligns with their professional and personal needs. We provide paid volunteering days and have established a supportive framework for community engagement. We promote employee volunteering through our global social responsibility event, THE GOOD BOX, which aligns with the worldwide initiative Good Deeds Day. This special occasion serves as a powerful call to action, inspiring people across the globe to unite in a collective effort dedicated to #DoingGood. While we believe in the importance of everyday acts of kindness, the impact is amplified when we come together on this shared day of purpose and generosity.

We proudly conducted 138 global volunteering initiatives, contributing a total of 3,751 volunteering hours. These efforts were aligned with our core ESG pillars and spanned across multiple regions, reflecting our commitment to social impact, diversity, and empowerment.



At our global sites, we collaborate with a wide range of nonprofit organizations, including the [Samarpan Foundation School](#), [Salaam Baalak Trust](#), [Gerizim Rehabilitation Trust](#), [St. Gaspar Charitable and Educational Trust](#), [Samarthanam Trust](#), [Guru Vishram Vridh Ashram](#), [United Breast Cancer Foundation](#), [Patronato San Vincenzo](#), and [Mitra Jyoti](#).

In Israel, we maintain ongoing, daily partnerships with a range of community organizations, including: [Taasiyeda](#), [Tsoadat Kadima](#), [AliceCode](#), [AccelHERate](#), [Shekhulu Tov](#), [LGBtec](#), [Beit Dror](#), [RESTART](#), [Leket for Israel](#), [Python Lev](#), [Reshet Kadima](#), [Unistream](#), [She Codes](#), [the Gila Project](#), and [Rolling Costumes](#).

Our community investments are strategically organized into four primary pillars, each representing a key focus area:

Supporting Local Communities:

We prioritize initiatives that directly benefit and contribute to the well-being of the local communities where we operate.

Mentoring the Next Cyber Generation:

Our commitment extends to empowering and nurturing the next generation in the field of cybersecurity, ensuring a robust and skilled workforce for the future.

Empowering Women:

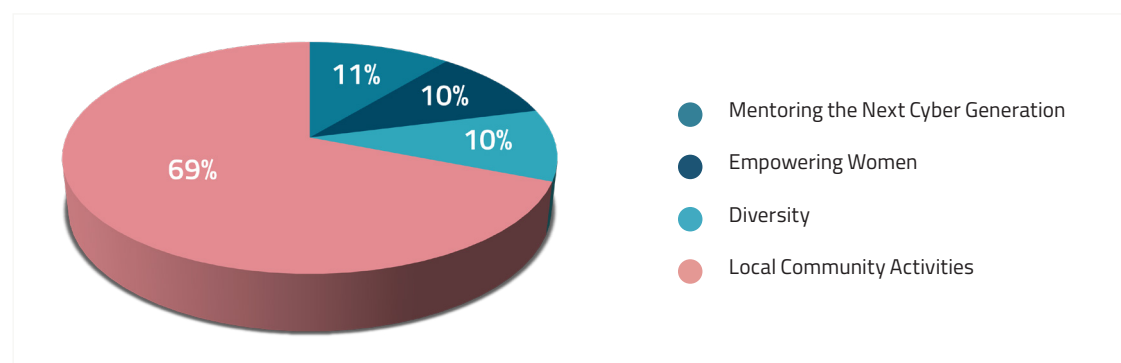
We actively support programs and efforts aimed at empowering women, recognizing the importance of gender diversity and equality in all aspects of our community engagement.

Promoting Diversity:

We strive to foster inclusivity by supporting initiatives that uplift and integrate underrepresented communities, promoting diversity and equal opportunities for all.

It is important to clarify that the data presented does not primarily represent direct monetary donations. Instead, it reflects a wide range of community-focused initiatives led by our employees, who contribute their time, expertise, and energy. In 2024, we observed a meaningful shift toward skills-based volunteering and the development of long-term partnerships with local organizations. This evolution, guided by employee interests and community priorities, marks a deepening of our social engagement. It represents not a change in funding levels, but a more strategic, sustained approach to creating a positive impact.

Distribution of Global CSR Activity in 2023



Our 2023 Main CSR Activities			
Local Community Engagement (69%)	Diversity and Inclusion (19%)	Mentoring the Next Cyber Generation (18%)	Empowering Women (11%)
Israel-Volunteering Activities: <ul style="list-style-type: none"> ➤ Supported youth with disabilities; cleaned forests; assisted in retirement homes; packed food for underprivileged families and collected books, clothes, and food for local charities. ➤ Hosted 60 Holocaust survivors for a Rosh Hashanah lunch. 	<p>In Israel we partnered with the “Social Library” and “Kafe Tov” initiatives for individuals with mental health disabilities, as well with LGBTQ for inclusion activities such as a Pride lecture by Shani Shitrit in collaboration with “LGBTech”. We supported a fun day with Beit Dror, a shelter for LGBTQ+ youth.</p>	<p>In Israel Partnered with: TAASIYEDA – mentoring students in Ashkelon and Ashdod, donated 14 laptops to a robotics class in Holon, workshop to a class from Qasemi Academic College of Education, Hosted “Highteclass”, for a lecture and high-tech content exposure.</p>	<ul style="list-style-type: none"> ➤ In Israel, we had “Bring Your Daughter to Work Day” for inspiring the next generation, more than 80 girls enjoyed a full day. ➤ We had a powerful zoom session for all the Radware Women, “EMPOWERHER” where we showcased stories of Radware women on International Women’s Day.
<ul style="list-style-type: none"> ➤ Collaborated with several NRG (Next-Gen Resource Groups) for community outreach: such as “Leket for Israel”, “Pitchon Lev”, “Unistream”, “Taasiyeda”, and many more. ➤ For information on war relief efforts, please refer to the dedicated text box below. 	<p>In India, our RIC branch partnered with “Samarpan Foundation” to support the blind children, and with “Salaam Baalak Trust” to play and support with the local unprivileged children of the area.</p> <p>In Italy, the local office donated Money and bought presents to a local charity that support for autism children.</p>		<ul style="list-style-type: none"> ➤ Hosted the “AccelHERate” and “Moving Forward” programs to support women’s career growth.

Global Local Community Engagement Initiatives

India:

- Good Box and potluck events in Bangalore and Chennai to support underprivileged children.
- Partnered with Samarpam Foundation School, Andh-Vidyalyaya, Salaam Baalak Trust, Gerizim Rehabilitation Trust, and Samarthanam Trust. The Radware Care initiative empowered employees to donate to local schools.
- Organized lake cleaning and fundraising events.

United States:

- Donated food to the Center for Food Action and clothes to the United Breast Cancer Foundation.
- Supported army charities and participated in the CX Presents initiative.

Italy:

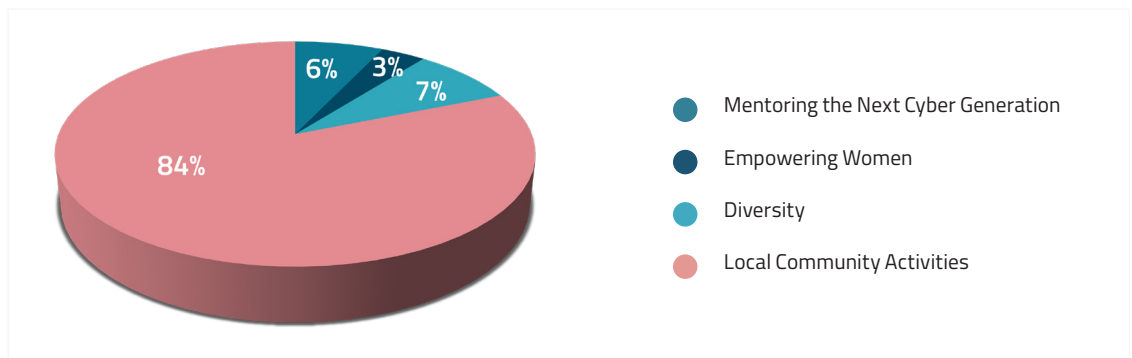
- Donated money and gifts through a local charity supporting individuals with autism.

China:

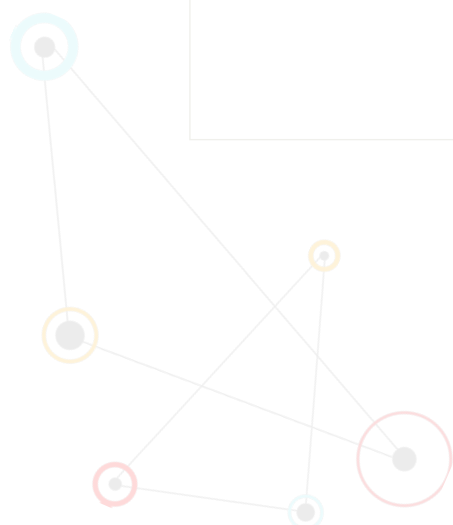
- Provided school uniforms to students in need.



Distribution of Global CSR Activity in 2024



Our 2024 Main CSR Activities			
Local Community Engagement (84%)	Diversity and Inclusion (7%)	Mentoring the Next Cyber Generation (6%)	Empowering Women (3%)
<p>Israel-Volunteering Activities:</p> <p>The focus was on helping society during the war, focusing on preparing food boxes for soldiers, helping local farmers, supporting the south and north evacuated families with food, toys and cloths donations.</p> <p>Global Initiatives:</p> <p>India:</p> <p>Focused on Support for Vulnerable Groups, such as Activities with blind schools, elderly, orphaned children, Blanket donations (for kids, hospital patients), Distributing snacks and juices to pedestrians/ needy.</p> <p>China:</p> <p>Donated new school uniforms to Radware China School</p> <p>Italy:</p> <p>Supported refugees and homeless, collecting blankets, towels, food for doghouse.</p>	<p>➤ AliceCode – participating in meetings to support young women from underserved communities in learning coding and gaining access to tech careers.</p> <p>➤ CafeTov – supporting a social café initiative that empowers people with disabilities through employment and inclusion.</p> <p>➤ Social Library – Promotes education and community by providing access to books and learning resources in underserved areas.</p> <p>➤ Professional training for disadvantaged populations in the Reichman University certificate track.</p> <p>➤ Supporting the transgender community in Tel Aviv.</p>	<p>In Israel Partnered with TAASIYEDA, Unistream by ongoing lectures to the future in hightech classes.</p>	<p>➤ In Israel, worked strongly with “She codes,” “AccelHERate” and “AliceCode Hackaton” - NRG that support and promote woman in Hitech.</p> <p>➤ In India, Self Defense Training for girls.</p>
Global Local Community Engagement Initiatives			
<p>Brazil:</p> <p>Focused on food donations to underserved communities.</p>	<p>Spain:</p> <p>Arranged food donations to unprivileged individuals and support the local communities during the flood in Valencia (this was supported by the Italy team as well).</p>	<p>Germany:</p> <p>Wrapped gifts for ill children (Stützende Hände e.V.).</p> <p>France:</p> <p>Arranged gift collection and distribution to children in nephrology unit (Paris hospital).</p>	<p>UK:</p> <p>Donated books to Reading Family Aid’s Christmas Toy Drive.</p> <p>USA:</p> <p>Took sponsorship of young athletes (Dougherty Valley High School).</p>



During 2024, Israel had a strong focus on support for soldiers and volunteering. India showed a wide range of community support, including health, education, and animal welfare. Other countries contribute mostly through donations, volunteering, and disaster relief.

GOOD DEEDS DAYS

As part of the Global Good Deeds Day initiative, our local offices collaborated with community organizations to support those less privileged.



ITALY
SUPPORTING INTERNATIONAL REFUGEES AND LOCAL HOMELESS
Team Radware Italy visited Patronato San Vincenzo, an association for international refugees and local homeless, and donated clothes to the need.



BRAZIL
FEEDING THOSE IN NEED
Members of Team Radware Brazil made a meaningful impact by donating food to underserved communities in impoverished neighborhoods.



ISRAEL
REVITALIZING A LOCAL YOUTH CENTER
Volunteers from Radware's Israel team partnered with "Kadima Youth Centers" to revitalize a local youth center. Through our partnership with Kadima we're not just painting walls, we're painting a brighter future, bridging educational disparities, and instilling values of teamwork and dedication.



INDIA
BANGALORE — EMPOWERING THE VISUALLY IMPAIRED
Volunteers from Team RIC Bangalore visited "Mitra Jyoti", an NGO that helps visually impaired individuals lead independent and dignified lives and we contributed snacks, dry rations, and toiletries.
CHENNAI — SUPPORTING THE ELDERLY AND ORPHANED CHILDREN
The RIC Chennai team visited New Hope and New Life, an NGO that supports the elderly and orphaned children & donated books, snacks, dry rations, toiletries etc.

KUDOS CORNER

Special KUDOS to Radwarriors who personally helped the Less Fortunate:

- **MARKUS SPAHN, Germany:** Delivered courses in first aid as an instructor for the Red Cross.
- **ANDREAS ECKERT, Germany:** Participated in a blood-donation drive.
- **ROBERT BSCHORR, Germany:** Conducted charity sessions for local aid organizations such as homes for the aged, children's charities, and various non-profit organizations.
- **PAVAN KUMAR THATHA, India:** Participated in a blood donation drive.
- **NEENA BAWEJA, India:** Rescued and took care of a stray dog.
- **ESTHER & CELESTE, Spain:** Donated food to underprivileged members of the local community.

CSR ACTIVITIES



INDIA
CHENNAI — SELF-DEFENSE TRAINING FOR GIRLS
Team RIC Chennai organized a self-defense training session for 35 girl children at the Thozhamai NGO in their city.



CHINA
CONTINUES SUPPORT TO "RADWARE SCHOOL OF HOPE"
China team donated uniforms to 127 middle school children.

Supporting Local Communities

Radware's commitment to community engagement centers around fostering robust connections between our company representatives and the communities we aim to uplift. We believe that cultivating enduring relationships enables us to gain a deeper understanding of the unique needs within these communities.

Witnessing the tangible impact of our programs on local populations brings us great pride. Sustaining an initiative-taking level of community engagement not only fosters genuine satisfaction but also strengthens the sense of cohesion among our employees.

Across our global operations, Radware remains deeply connected to the local communities where we live and work, especially during times of crisis. For example, during 2024, In India, our teams donated food and blankets to underserved communities and to a local hospital in Bangalore. During severe flooding, they extended their support to around 1,000 families in need, providing essential dry food and snacks. In France, our employees came together to collect gifts from friends, families, and schools, bringing joy to children in the nephrology unit of Paris's largest pediatric hospital - many of whom are on dialysis or awaiting kidney transplants. In Italy and Brazil, we focused on vulnerable populations by supporting local refugees and homeless individuals, as well as donating food to underserved communities. When floods hit Valencia, our teams in both Spain and Italy rallied to support affected colleagues, demonstrating solidarity and compassion. These efforts reflect our commitment to being an active and caring member of every community we are part of.

Supporting Israel During Times of Crisis

Following the outbreak of the Iron Swords War in Israel, Radware mobilized swiftly to support its employees, their families, and affected communities. The situation created a wide range of urgent needs, including support for employees called to reserve duty, emotional and practical assistance for families on the home front, and aid for evacuated communities.

Radware provided direct and personal support to the families of reservists, including home visits during Hanukkah with donut deliveries by our HR team, thoughtful gift packages, individual assistance for those in need, appreciation events, and even share awards as a token of gratitude to employees serving in the reserves.

In response to requests from employees, the company extended support to military units in both the south and the north of Israel. This also included financial assistance to small food businesses that generously donated meals and supplies to soldiers.

To help families evacuated from their homes, we organized the purchase and donation of baby products, toiletries, clothing, toys, books, laptops, and more. Additionally, we contributed to the acquisition of communications equipment for a local readiness unit in one of the southern kibbutzim.

We believe that timely, focused support - especially during times of crisis - can have a meaningful impact, particularly when combined with collaboration across a wide range of organizations. That is why we made financial donations to the [ZAKA emergency response organization](#) and participated in volunteer activities, including packing food boxes for southern families through the ['Pithon Lev'](#) nonprofit, visited patients at Ichilov Hospital, conducted blood donation drives and more.

Empowering Next Cyber Generation

In the ever-evolving landscape where technology holds a pivotal role in shaping the modern world, Radware places immense importance of empowering the next generation of hi-tech professionals.

Our dedicated outreach approach involves ongoing collaboration with [Taasiyeda](#), a nonprofit committed to bridging the gap between theoretical knowledge taught in schools and the practical challenges faced in the workplace.

At the forefront of this initiative are our mentors, who play a crucial role in engaging with high school students throughout the academic year. These mentors provide invaluable firsthand experience and innovative insights into the field of cybersecurity.

In Israel, our volunteers actively participated in presenting cybersecurity lessons at Ness Ziona High School, Rehovot and Bat Yam High School, as well as with Bedouin students from Laqye and Kuseife.

The pivotal role of our mentors underscores our commitment to nurture the skills and knowledge of the next cyber generation.

We are proud to support additional initiatives that promote cyber education among the next generation in Israel. In collaboration with organizations such as [Unistream](#), which empowers youth from all sectors of Israeli society through entrepreneurship and leadership programs, and [ORT Rehovot High School](#), part of the ORT Israel network known for its focus on science and technology education, we are actively involved in nurturing young talent and encouraging interest in cyber and technological studies. These partnerships, along with others, reflect our commitment to building a stronger, more inclusive future in the field of cybersecurity.

Empowering Women

At Radware, we prioritize the advancement of women in the workforce. In alignment with this commitment, we have partnered with ["Alice" Code](#) and with ["AccelHERate"](#), an initiative dedicated to empowering women in the tech industry. As part of this collaboration, we had the privilege of hosting 100 women from the AccelHERate program at our offices.

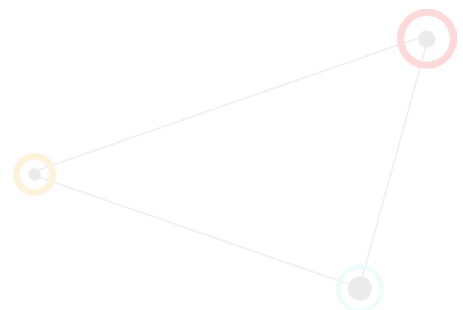
Throughout their visit, the program's participants engaged in a comprehensive curriculum aimed at cultivating their creativity, technological prowess, analytical acumen, and proficiency in algorithms. Additionally, they received personalized training in personal development and leadership skills essential for thriving in the dynamic landscape of technological employment.

During their time with us, we orchestrated a unique AI hackathon, providing firsthand experience and fostering innovative thinking among the attendees. They also had the opportunity to delve into the intricacies of the cyber world through a captivating lecture, gaining insight into Radware's pivotal role in this domain.

To highlight their newfound skills and ingenuity, the young women presented their projects to our esteemed panel of judges. Witnessing their boundless curiosity and exceptional creativity was truly exhilarating.

At Radware, our commitment to fostering gender diversity in the tech sector is unwavering. We consider it our duty to champion women in technology, actively pursuing initiatives like AccelHERate to drive progress towards this goal. For more information on our efforts in gender diversity, please refer to our Gender Diversity page.

We are also proud to partner with [SheCodes](#), a leading community in Israel dedicated to promoting women in tech. Through this collaboration, we support their mission to increase the number of women in software development and cyber fields, helping to create a more diverse and inclusive high-tech ecosystem in Israel.



Case Study: The AliceCode Program

Our Radware trainers are fully committed to the AliceCode program, which trains young girls from fourth grade and up for the software field. This initiative addresses educational, employment, and gender needs in tech. Recently, we hosted an AliceCode hackathon, welcoming 100 middle school students. Our trainers actively mentored these students during the event, reflecting on our dedication to supporting their journey into the world of technology. It is more than just an event; it is a commitment to empowering young minds and breaking barriers in the tech field. At Radware, we take pride in being part of this impactful initiative for the last few years.

Diversity

At Radware, we are committed to fostering a culture of diversity and inclusion that goes beyond mere words—it is about action. We believe in actively integrating individuals coping with disabilities or mental health conditions into both society and the workplace as part of our broader social engagement campaign.

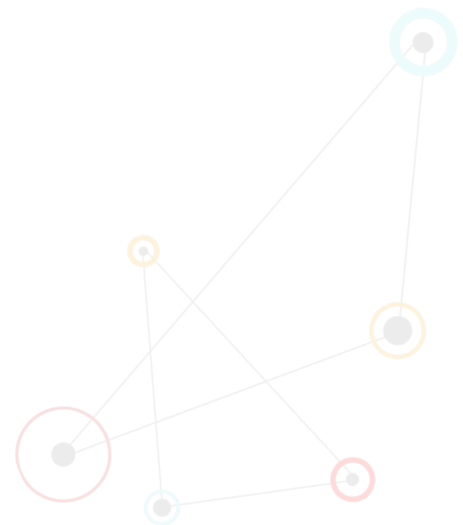
Founded in 2005, “[Shekulo Tov](#)” embodies the spirit of empowerment for individuals with psychiatric disabilities. Their tireless dedication to fostering community integration, achieving functional goals, and promoting independent living resonates deeply with our values. Through innovative vocational, supported employment, and leisure services,

Shekulo Tov paves the way for individuals to realize their fullest potential, shatter stigma, and champion social inclusion. As a recognized service provider for esteemed institutions such as the Israeli Ministry of Health, Ministry of Social Affairs and Social Services, and the Ministry of Defense, Shekulo Tov stands as a beacon of hope and progress.

In partnership with organizations like Shekulo Tov, Radware proudly supports initiatives that celebrate diversity and inclusion. From the Social Library’s dedication to mental health disabilities to Kafe Tov’s coffee bar inhouse to the inspirational lecture by a wounded soldier from “Restart,” we are deeply invested in fostering an environment where every individual, regardless of background or circumstance, can thrive and contribute to our collective success.

Community Investment	2021	2022	2023	2024
Total donations (in \$)	15K	20K	27K	30K
Total employee volunteering (in hours)	500	975	1,701	2,050

Disclaimer: The figures provided are estimated and reflect the best available data at the time of reporting.



6. Tech for a Thriving Planet

Managing our Environmental Impact

At Radware, we are dedicated to contributing to a more sustainable world through our products, services, and operational practices. Our solutions are designed to optimize energy consumption for our customers, often by streamlining server requirements and integrating multifunctional features to minimize hardware needs. We uphold international sustainability standards in our business operations while continuously striving to enhance environmental performance across our entire supply chain.

Demonstrating our commitment to sustainability, Radware has implemented key performance indicators (KPIs) that establish measurable goals for reducing electricity, water, and paper usage.

As part of Radware's ongoing sustainability strategy, we are working toward **four key goals**:

- Obtaining approval from the Science Based Targets initiative (SBTi) for our Scope 1, 2, and 3 GHG emission reduction targets.
- Improving the mapping of Scope 3 emissions to gain a more accurate picture of our emissions across the entire supply chain.
- Achieving 100% renewable electricity use at our Israeli sites through IREC purchases.
- Maintaining and enhancing KPI collection processes across all global sites. Since 2022, Radware has strengthened its data collection systems to ensure comprehensive global coverage, while also improving the quality and scope of its external disclosures (e.g. CDP, EcoVadis, RFIs, and others).

We have also set reduction targets for our daily operational KPIs in our Israeli sites, including electricity, water, and paper consumption on sites. Further to our environmental targets at our Israeli sites, Radware has committed to set near-term company-wide emission reductions, with levels required to meet the goals of the Paris Agreement.

Radware has initiated the process of committing to the Science Based Targets initiative and is actively working to define Scope 1, 2 and 3 emissions reduction targets. These steps signify our commitment to responsible environmental stewardship and a sustainable future.

Responsibility for environmental management and performance is shared between Radware's Director of Quality & Engineering and our Facilities & Maintenance Manager.

Furthermore, Radware has formed a C-level Climate Steering Committee tasked with spearheading the company's climate action strategy. The committee defines long-term goals, allocates resources, and oversees the action plan, ensuring Radware is in line with current market trends, upcoming regulations, and customers' requirements.

Radware's Environmental Policy

Radware's dedication to surpassing the requirements established by international environmental regulations is embodied in our [corporate environmental policy](#). This policy ensures that every facet of Radware's operations is meticulously designed, evaluated, and refined to minimize environmental impacts, including greenhouse gas (GHG) emissions, energy consumption, waste disposal, and the dissemination of sustainability practices throughout the value chain. Updated annually, this policy is endorsed by our board of directors and executive management team.

Through Our Environmental Policy, Radware Commits to:

- Comply and go beyond compliance with all applicable environmental laws and standards.
- Implement, maintain, and continuously improve an environmental management system that guides our environmental procedures and practices across our operations.
- Ensuring that our products are safe for use, are environmentally friendly, reusable, recyclable and that they are safely disposed of.
- Reduce our environmental impact throughout the entire value chain and encourage our suppliers to do so as well.
- Measure and aim to improve our environmental performance by setting relevant KPIs and goals.
- Publicly disclose and proactively communicate to our stakeholders our environmental objectives, plans, actions and progress.

Compliance with Environmental Standards

In acknowledgment of the pivotal role of environmental stewardship in today's corporate landscape, Radware is steadfast in its commitment to meeting the environmental standards outlined by both the European Union (EU) and private regulatory bodies. Specifically, we adhere to the EU's Waste Electrical and Electronic Equipment Directive (WEEE), ensuring the safe and sustainable disposal of obsolete hardware like keyboards and hard drives. Additionally, we regulate the usage and disposal of chemicals in alignment with the EU's Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) and Restriction of Hazardous Substances (RoHS) directives.

Moreover, our operations in Israel strictly adhere to the International Organization for Standardization's (ISO) 14001:2015 Environmental Management Systems, ensuring comprehensive compliance with environmental protocols.

Fostering Environmental Sustainability Through Stakeholder Engagement

Radware maintains its unwavering commitment to fostering environmental responsibility among its employees and partners, aiming to minimize their environmental impact. We cultivate awareness among our staff by disseminating quarterly green tips on sustainable practices, prominently displaying best practices at office entrances, and facilitating actions that promote environmentally friendly behaviors. In 2023, 98% of our employees in Israel completed the company's mandatory annual Environmental, Health, and Safety (EHS) training. In 2024, the completion rate was 90%.

Throughout 2023-2024, we shared 'Green Tips' with our employees on a quarterly basis to raise environmental awareness, provide practical knowledge and tools, and communicate our sustainability progress and achievement—supporting ongoing internal engagement and action.

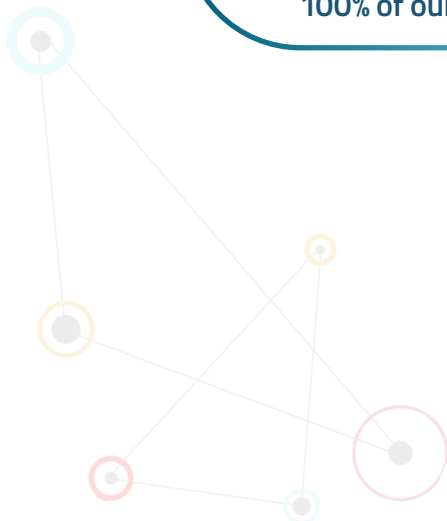


Furthermore, we extend our environmental initiatives throughout our supply chain by mandating that all original design manufacturers (ODMs) obtain certification under ISO 14001:2015. Additionally, we insist that manufacturers maintain documented environmental policies, pledging commitment to environmental protection, pollution prevention, and compliance with environmental regulations. All supplied products must adhere to relevant European Directives, including RoHS (2011/65/EU), WEEE (2002/96/EC), REACH (1907/2006), and UL 94 standards. To ensure compliance, we conduct bi-annual audits of our primary manufacturers.

We are proud to report that:

100% of our Original Design Manufacturers ("ODMs") are compliant with ISO 14001:2015 standards.

100% of our ODMs have established environmental policies in place.



Promoting Energy Efficiency Through our Products

Radware acknowledges the significant role our products play in shaping our environmental footprint, particularly in providing energy-saving solutions for our customers. In line with this commitment, we have developed innovative software solutions that empower customers to manage data securely and efficiently while minimizing energy consumption.

All our products have obtained **80 Plus certification**, ensuring that at least 80% of transferred energy is utilized efficiently. For instance, our Alteon load balancing platform optimizes data streaming processes, reducing the need for additional servers, and contributing to improved energy efficiency.

As part of our overarching strategy, Radware designs products that offer **multifaceted solutions**, enabling customers to achieve more with fewer devices. This approach reduces the software and hardware footprint across operations. We have also shifted from paper and disk-based instruction manuals to digital formats, significantly reducing paper and plastic use.

Sustainable Data Center Networking with Alteon

As demand for digital services and data center resources continues to rise, Radware's **Application Delivery Controllers (ADCs)** are engineered to help reduce energy consumption and support sustainable IT infrastructure. The **Alteon platform** leads this effort through:

1. Energy-Efficient Hardware

Alteon ADCs incorporate advanced processors and dynamic power management features that adjust power consumption based on real-time workloads. This helps lower both operational costs and carbon emissions, aligning with global energy efficiency standards.

2. Virtualization for Resource Optimization

Through **virtual ADCs** and **Alteon Cluster Manager (ACM)**, multiple virtual instances can run on a single physical device, significantly reducing hardware needs. ACM dynamically scales resources based on actual demand, eliminating overprovisioning and reducing unnecessary energy consumption.

3. Sustainable Certifications and Compliance

- **ISO 14001 certification** for environmental management system excellence
- Full compliance with the **Waste Electrical and Electronic Equipment (WEEE)** directive
- Commitment to **sustainable supply chain practices**, including the use of recycled materials and emissions reduction across product lifecycles.

These certifications and practices ensure that Radware not only minimizes its own environmental footprint but also supports customers in achieving their sustainability goals.

Our Resource Efficiency Practices

Recognizing the importance of conserving resources to safeguard the environment, Radware aims to progressively reduce consumption of electricity and water. We have managed to reduce our electricity and water consumption per employee.

Since 2014, we have strived to use energy-efficient equipment in all our Israeli sites, ensuring a higher degree of energy efficiency in our operations.

In recent years, we have refurbished several areas in our headquarters to minimize environmental impact. This includes the use of automated lighting and air conditioning systems which deactivate when they are not needed and an air conditioning system which heats sections of the workplace rather than the entirety of the site to minimize energy use.

Real-Time Energy Monitoring System

Radware has deployed real-time energy monitoring systems that provide immediate insights into electricity and air conditioning usage across the building. This continuous monitoring enables the identification of trends and irregularities, supports proactive maintenance, and helps prevent potential system failures. As a result, the system contributes to an estimated 10% annual reduction in overall electricity consumption.

Smart Climate Control for Energy Efficiency

Radware has implemented smart climate control systems to optimize energy use. Thermostats integrated into air conditioning systems enable real-time temperature monitoring throughout the building, ensuring peak efficiency. Automatic shut-off features during lunchtime and outside office hours further reduce unnecessary energy use. These measures contribute to an estimated 30% annual reduction in AC-related energy consumption.

	2022*	2023	2024
Total global electricity consumption (in kwh)	3,928,415	4,875,844	6,464,138
% change	-	24%	33%
Electricity Intensity (annual kwh/employee)	3,641	4,684	6,098
Electricity Intensity (annual kwh/sqm)	210	272	389

* The data presented in the table is global, whereas the data in the previous report referred exclusively to Israel.

The increase in electricity consumption is caused due to an improved data collection methodology, and additional sites included in the scope both in 2023 and in 2024. In addition, the data presented in 2024, includes electricity consumption in the OR Labs in Israel (which was not included in previous years). Excluding the OR Labs, total global electricity consumption in 2024 will sum up to 5,109,984 kWh, representing a 5% increase compared to global consumption 2023.

In addition, during 2023 and 2024, the company increased the number of employees working from the office compared to previous years, reducing the proportion of remote work.

Energy Consumption Disclosure – Clarification for 2024 Data (Israel Sites)

In 2024, Radware identified a discrepancy in the reporting of electricity consumption at its Israeli sites. Specifically, electricity used by laboratories in the OR building had not been previously metered or invoiced to Radware by the building management. As a result, this consumption was unintentionally omitted from past energy reports.

Following clarification and revised billing from the building management, Radware has included the previously unaccounted-for consumption in its 2024 electricity data. This adjustment explains the apparent 33% increase in total electricity consumption compared to 2023. The increase does not reflect a proportional rise in operational energy use but is due to the inclusion of the OR labs' electricity usage.

This clarification supports greater transparency and improves the accuracy and comparability of Radware's energy reporting going forward.

Radware remains committed to sustainable growth and continues to monitor energy usage across all facilities. As part of our broader environmental strategy, we are exploring energy optimization measures and infrastructure upgrades to mitigate the environmental impact of future expansions.

International Renewable Energy Certifications

In alignment with Radware's climate strategy and commitment to reducing Scope 2 greenhouse gas (GHG) emissions, the company has purchased International Renewable Energy Certificates (I-RECs) for 4,200mWh of electricity in 2024. These certificates correspond to approximately 70% of Radware's total electricity consumption across Israeli sites for the reporting year.

By procuring I-RECs, Radware applies a market-based approach to Scope 2 emissions accounting, as defined by the Greenhouse Gas Protocol, thereby significantly reducing its reported market-based Scope 2 emissions. Radware is firmly committed to achieving 100% renewable electricity for its Israeli operations and has already secured I-RECs to cover electricity consumption for 2025 and 2026. Radware continues to actively advance its environmental sustainability goals and align with global best practices in energy management.

Sustainable Transportation

At present, 43% of our leased fleet now consists of hybrid, electric, or plug-in vehicles. In the coming years, we seek to increase our usage of energy efficient vehicles to reduce fuel consumption on a company-wide level. In addition, to encourage employees to bike to work, we have installed showers in our offices in Israel.

Energy consumption within the organization – fuels (in Liters)	2022	2023	2024	% change
Gasoline consumption	169,697	186,476	144,920	-22%
Diesel consumption	3,764	2,733	1,867	-32%

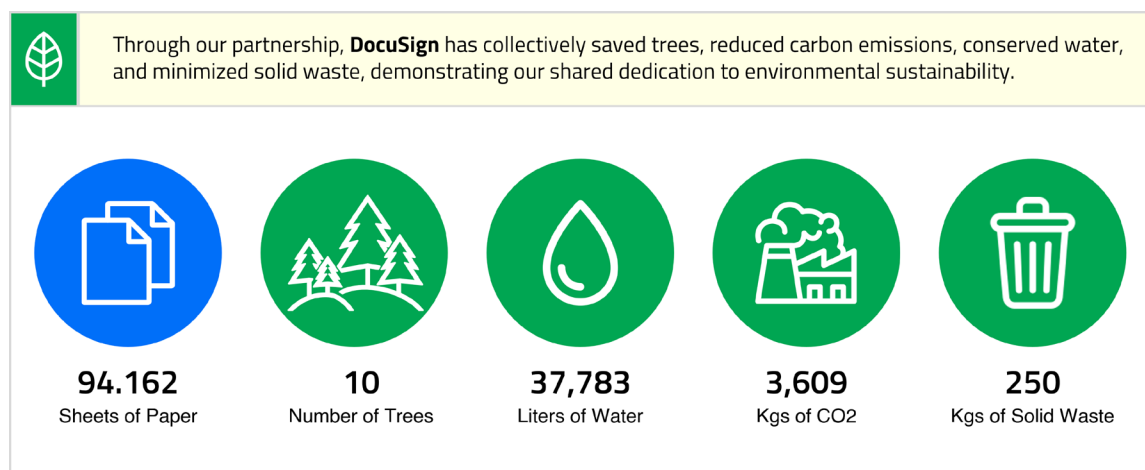
The decrease in fuel consumption across the vehicle fleet is primarily due to the phasing out of most diesel vehicles - only a few remain in use as they approach the end of their lease contracts. In addition, a significant portion of newly ordered vehicles are electric, further contributing to the reduction in fuel use.

'Green Offices'

As part of Radware's commitment to sustainability, the company has taken several steps to reduce its environmental footprint and support sustainable workplace habits across its offices. The main Tel- Aviv office is equipped with dedicated recycling bins for paper, cardboard, batteries, plastic, cans, and glass. Radware has also established agreements with certified recycling companies to ensure that all waste is disposed of responsibly and in compliance with environmental standards.

In recent years, we have transitioned from individual printers in employees' offices to communal printers as part of our efforts to conserve energy. These communal printers are designed to activate quickly and default to double-sided printing to further minimize resource usage. This setup enables mid-job cancellation, reducing accidental printing instances, while also providing employees with information to align their behaviors with our conservation targets. Moreover, we prioritize reducing unnecessary printing through the utilization of the virtual DocuSign system for internal signature processes across most agreements, further minimizing paper consumption.

In October 2024, Radware expanded the use of DocuSign across various departments - a digital platform that enables secure electronic document signing. This transition not only streamlined internal workflows and improved efficiency but also supported our environmental goals. Since the system's rollout, we have saved approximately 90,000 sheets of paper (about 414 kg) and thousands of envelopes - helping to preserve trees, reduce carbon emissions, and minimize waste. Our collaboration with DocuSign reflects our broader commitment to sustainability and contributes to global efforts to conserve natural resources, lower greenhouse gas emissions, and reduce solid waste.



Virtual Conferencing

Utilizing high-definition video conferencing technology enables our representatives to engage with colleagues and customers in an environmentally sustainable manner, significantly curbing carbon emissions associated with travel. This not only conserves time but also reduces the financial resources typically expended on air travel. Additionally, our video conferencing rooms are equipped with smart sensors that automatically deactivate lighting when the room is unoccupied, further enhancing energy efficiency.

Our Training rooms in Tel Aviv are designed in the "TED" style to serve as multifunctional workspaces while the operations room utilizes NVX video technology to minimize the amount of copper wiring required to function and travel.

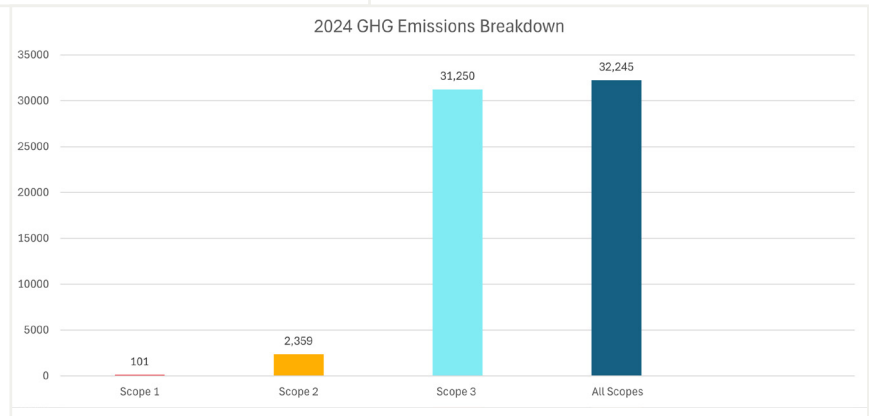
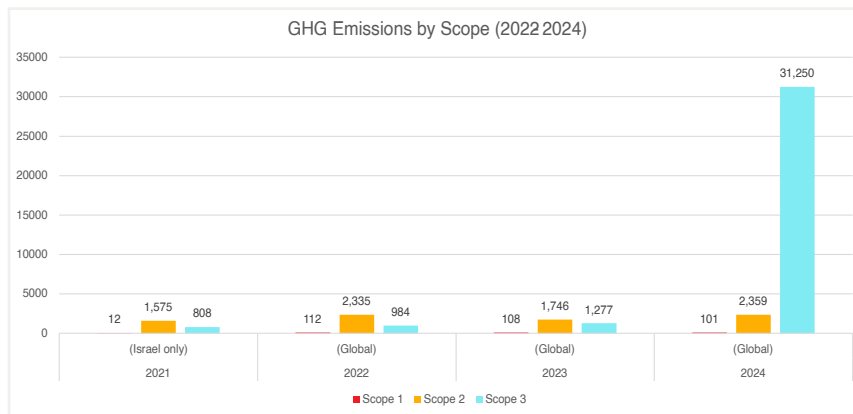
Greenhouse Gas Emissions

We calculate our yearly Scope 1, 2 and 3 greenhouse gas emissions for all our sites worldwide, following the GHG Protocol guidelines.

Radware is annually audited through a Greenhouse Gas emissions verification audit conducted by Carbon Footprint Ltd according to ISO 14064-3: 2019 verification standard, using the GHG Protocol calculation methodology.

Since 2021, we have implemented a streamlined process for collecting annual Key Performance Indicators (KPIs) across all our global sites. This data is essential for calculating our greenhouse gas (GHG) emissions under Scopes 1, 2, and 3. As shown in the table below, Radware's reported emissions have gradually increased due to the following reasons: until 2021, GHG reporting covered only operations in Israel, but starting in 2022, the scope expanded to include our global operations. Over time, the data collection process has become more comprehensive and accurate, including the calculation of Scope 3 emissions. We have consistently added new KPIs and downstream categories to our Scope 3 calculations, such as product emissions. In 2024, we further expanded Scope 3 to include additional categories: purchased goods and services, use of sold products, end-of-life treatment of sold products, and upstream transportation (for both raw materials and final products). These efforts demonstrate our ongoing commitment to improving emissions mapping, gaining a clearer understanding of our emissions sources and distribution, and reducing our environmental impact across all scopes.

Between 2023 and 2024, Radware achieved a 49% reduction in market-based Scope 2 carbon emissions, from 1,747 tCO₂eq to 893 tCO₂eq, while location-based emissions increased by 26%.



GHG Emissions (tCO2eq)	2021 (Israel only)	2022* (Global)	2023 (Global)	2024 (Global)
Scope 1	12	112	108	101
Scope 2 Location based	1,575	1,777	2,246	2,822
Scope 2 Market based	1,575	2,335	1,746**	2,359
iRECs offsetting	0	0	0	1,466
Net Scope 2 Market based	1,575	2,335	1,746**	893
Scope 3	808	984	1,277	31,250
All Scopes Location Based Total	2,395	2,874	3,632	34,174
All Scopes Market Based Total	2,395	3,432	3,132	32,245
Carbon intensity all Scopes – Location based (total emission in tCO2eq per employee)	4.31	2.66	3.49	32.24
Carbon intensity all Scopes - Market based (total emissions in tCO2eq per employee)	4.31	3.18	3.01	30.42

*The 2022 figures have been updated from those published in the previous report to reflect revised data or improved calculation methods.

** The decrease in the Market-Based figure, is due to an updated methodology and improved emission factors in the Israeli sites.

Approach to Hazardous Chemicals and Waste Management

A crucial aspect of our environmental policy is guaranteeing that the materials we utilize, and our disposal methods, do not pose harm to the environment. In alignment with this commitment, Radware ensures full compliance with the EU's Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) and Waste Electrical and Electronic Equipment (WEEE) directives. This ensures the restricted use of hazardous chemicals and the environmentally sustainable disposal of electronic equipment.

Chemical Management Policy

An important aspect of our environmental policy is limiting the use of substances that may harm both consumers and the environment. Radware has adopted the EU's Restriction on Hazardous Substance (RoHS) directive and REACH regulations. Adherence to these policies includes auditing our suppliers to ensure compliance across our entire supply chain and publishing safety data reports.

Waste Reduction

We ensure to discard broken, malfunctioning, or outdated hardware, which may contain harmful components, in the most responsible conceivable way. Multiple times a year, we entrust such equipment to a recycling company to ensure its proper handling in accordance with the EU's Waste Electrical and Electronic Equipment (WEEE) directive. Additionally, we reuse equipment parts and components as much as possible.

Circularity and Extended Product Lifespan

Radware integrates circular economy principles into its product lifecycle strategy to reduce waste and maximize resource efficiency. Nearly all Radware devices exceed an average lifespan of seven years. When hardware products are returned by customers - either due to failure or upgrades - they are sent to our R&D facilities in Israel for thorough evaluation.

Each returned device undergoes a comprehensive inspection and failure analysis. Faulty components are replaced, and the product is repaired, refurbished, or upgraded with the latest software where applicable. Refurbished units are then reused to support service operations, primarily as advance replacement devices - extending their useful life and reducing the need for new production.

Devices that are deemed irreparable or are phased out due to end-of-life considerations are responsibly scrapped. In such cases, we assume a 100% recycling rate, consistent with our compliance with the Waste Electrical and Electronic Equipment (WEEE) directive and our broader commitment to responsible waste management.

In 2023-2024 we transferred a total of 35 tonnes of waste to recycle, alongside reducing the total waste produced.

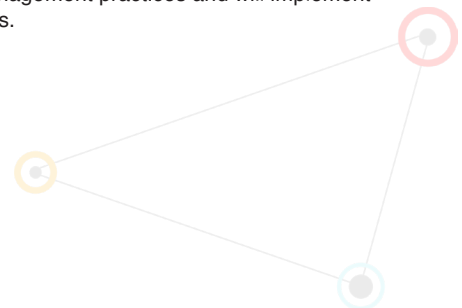
Waste streams (in tonnes)	2022	2023	2024
Paper (Global)	0.91	1.80	1.42
Cardboard	8.08	8.76	7.98
Plastic	1.10	1.23	0.96
WEEE (Global)	7.18	3.38	2.65
Light bulbs	0.04	0.06	0.01
Light fixtures	0.68	0.47	0.42
Batteries (Global)	0.06	0.00	0.00
UPS Batteries	0.72	0.79	0.00
Iron	1.35	3.02	1.92
Landfilled waste (Global)	149.0	418.3	181.4
Total waste transferred to recycle	20.12	19.51	15.36
Total waste	169.12	437.81	196.76
% of waste recycled	12%	4%	8%

Paper, WEEE, Batteries, and landfilled waste data has been calculated using estimates based on the number of employees in all sites, using actual data from the Israel site. These estimates were applied in cases where actual data was not available, in order to provide a complete and more consistent overview.

In 2023, Radware reported a significant increase in landfilled waste, totaling 418.3 tons compared to 149 tons in 2022. This change was identified during the annual GHG emissions review and subsequently validated through internal and external verification processes. During this data review, we identified a trailing error likely stemming from an inaccurate waste report received from the Tel Aviv Municipality in 2023. Since this report served as the basis for calculating data from other sites, the error impacted the global figures as well.

To prevent similar issues in the future, the company has implemented additional validation and verification processes as part of its data review procedures.

Radware remains committed to continuous improvement in waste management practices and will implement corrective actions to reduce landfilled waste in future reporting periods.



Water Use

Radware monitors its water usage and discloses its performance through the CDP Water Security questionnaire, receiving a score of 'C' in the most recent report. While our operations involve minimal water consumption, we remain committed to transparency, despite limited opportunities for further reduction.

Total water consumption (in cubic meter)	2022	2023	2024
Total water consumption (Global)	7,214	7,024	7,411
% change	*	-3%	6%
Water intensity per floor area (m3/sqm)	0.386	0.391	0.436
Water intensity per capita (m3/employee)**	6.69	6.75	6.99

Some of the above global data has been calculated using estimates based on the number of employees at various sites. These estimates were applied in cases where actual data was not available, in order to provide a complete and more consistent overview.

*Data for 2021 was for Israel only

** Water intensity per capita (measured in cubic meters per employee) reflects the average water consumption per employee and helps us monitor and manage water efficiency across our operations, regardless of organizational growth or size.

In 2024, we reported an increase in both total water consumption and water intensity compared to 2023. This change primarily reflects improvements in data quality, transparency, and reporting scope rather than a rise in operational inefficiency. In addition, the increase is partly attributed to a one-time cleaning of water reservoirs at the Israeli site. This maintenance activity was necessary to ensure water quality and safety and is not expected to recur annually.

Radware remains committed to responsible water management. Moving forward, we will continue to monitor consumption trends, refine data collection and estimation practices, and identify opportunities for water conservation across our global operations.

Transparency and Disclosure

We openly share our strategies, achievements, and ongoing efforts towards mitigating climate change, reinforcing our dedication to accountability and responsible environmental stewardship. Radware reports annually to CDP and EcoVadis.

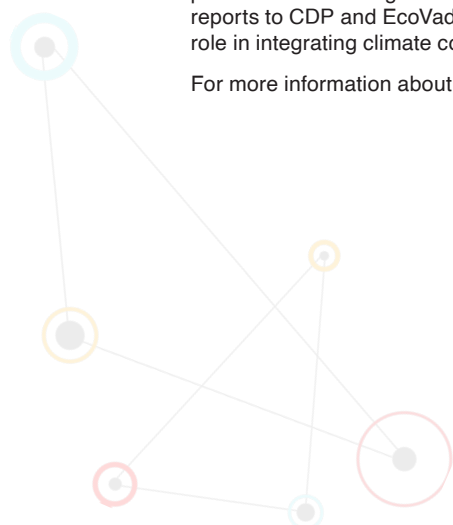
Radware has obtained a B score in its 2024 Carbon Disclosure Project report, a widely recognized global disclosure system for companies to manage their environmental impacts. Radware is committed to improving its carbon emissions management and environmental performance and is continuously working towards improving its CDP score yearly. Radware also received a Silver Rating standard at EcoVadis.

Addressing Climate Change

Radware has committed to set near-term company-wide emission reductions, in line with climate science through the Science Based Targets initiative, with levels required to meet the goals of the Paris Agreement. Radware is in the process of developing these targets and submitting them for validation of the Science Based Targets initiative (SBTi).

Radware's climate strategy is integrated into the organization's overall business strategy and decision-making processes, ensuring consistency between its commitments and external interactions. Radware transparently communicates the organization's climate-related commitments and progress through reporting and disclosure. We publicly disclose climate-related information, such as greenhouse gas emissions data, in alignment with relevant reporting frameworks (e.g., CDP, GRI, TCFD). Radware externally verifies its annual GHG emissions and is in the process of submitting its GHG emissions targets through the Science Based Targets initiative. In addition, its yearly reports to CDP and EcoVadis. The CFO holds specific responsibilities for climate-related issues and plays a critical role in integrating climate considerations into the company's overall strategy.

For more information about our Climate-related risks see "**Responsible Business Practices**" Chapter.



7. Integrity at the Core

Corporate Governance

Strong corporate governance, based on the principles of accountability, fairness, transparency, and responsibility, is an integral part of our sustainability approach. We believe that it is a critical aspect of our sustainable growth and value creation. Our Board of Directors currently consists of eight members, of whom seven are independent directors (according to Nasdaq criteria) and one is a woman. The members of the Board of Directors are elected for a three-year period, and according to our Corporate Governance Guidelines there is no specific mandatory retirement age for directors, in order to avoid the disadvantage of discontinuing the availability and contributions of directors who are otherwise capable and valuable members of the Board.

Radware is committed to fostering diversity and inclusion at all levels of the organization, including leadership. Currently, one out of eight members of our Board of Directors (BOD) and two out of seven members of our management team are women. We recognize the importance of increasing gender diversity and remain dedicated to creating opportunities that promote a more inclusive leadership structure.

Name	Age	Gender	Position	Collective knowledge
Yuval Cohen	62	M	Chairperson of the Board of Directors; Qualified as an independent director	Management, economics and industrial engineering experience
Yair Tauman	76	M	Director; Qualified as an independent director; Serves on the Compensation Committee and the Audit Committee	Mathematics and economics experience
Stanley B. Stern	67	M	Director, Chairperson of the Nomination and Corporate Governance Committee; Qualified as an independent director; Serves on the Audit Committee and the Nomination and Corporate Governance Committee	Management and technology experience
Naama Zeldis	61	F	Director, Chairperson of the Audit Committee; Qualified as an independent director; Serves on the Compensation Committee and the Audit Committee	Finance and management experience
Meir Moshe	70	M	Director, Chairperson of the Compensation Committee; Qualified as an independent director; Serves on the Compensation Committee and the Nomination and Corporate Governance Committee	Financial experience
Israel Mazin	65	M	Director; Qualified as an independent director; Serves on the Nomination and Corporate Governance Committee	Management and technology experience
Alex Pinchev	74	M	Director; Qualified as an independent director	Management and technology experience
Roy Zisapel	54	M	President, Chief Executive Officer and Director	Management and technology experience
Guy Avidan	62	M	Chief Financial Officer	Management and Financial experience
Yoav Gazelle	55	M	Chief Business Officer	Management and Sales Leadership experience
David Aviv	69	M	Chief Technology Officer	Management and technology experience
Gabi Malka	49	M	Chief Operating Officer	Management and R&D Leadership experience
Sharon Trachtman	56	W	Chief Marketing Officer	Management and Marketing experience
Riki Goldrieich	48	W	Chief People Officer	Management and Human Resources experience

Board of Directors' Committees

The Board of Directors has appointed committees to help carry out their duties. Each committee reports the results of its meetings to the Board of Directors. The Board of Directors established the Audit Committee, the Compensation Committee and the Nomination and Corporate Governance Committee and, from time to time, has established ad hoc committees for various matters or projects.

Audit Committee

The Audit Committee is responsible for monitoring the company's internal control system, financial information, and its disclosure, among other things. The Committee currently consists of four members, all of whom are independent directors.

The Compensation Committee

The Compensation Committee is responsible for reviewing and formulating recommendations regarding remuneration policies for directors and senior management, among other things. The Committee currently consists of four members, all of whom are independent directors.

For Radware's annual total compensation ratio see our [20F report](#).

The Nomination and Corporate Governance Committee

Radware's Nomination and Corporate Governance Committee plays a key role in ensuring strong leadership and effective corporate governance. The committee is responsible for identifying and recommending qualified individuals for Board membership, aligning with the criteria set by the Board of Directors. It also oversees corporate governance policies, leads the annual review of the Board and management's performance, and recommends director appointments to Board committees.

In accordance with its charter, the committee evaluates directors' independence, monitors orientation and training needs, and reviews succession planning for senior executives. Additionally, it assesses the company's policies and disclosures related to sustainability and ESG (Environmental, Social, and Governance) factors. Currently, the committee is composed of Stanley Stern, Meir Moshe, and Israel Mazin, all of whom are independent directors.

Nominees for election as directors are selected and recommended to the Board by the Nomination and Corporate Governance Committee, ensuring that Radware's leadership remains aligned with the company's strategic vision and governance standards.

Name of Body	No. of Meetings in 2023	Average Attendance Rate**	No. of Meetings in 2024	Average Attendance Rate**
Board of Directors	13	94.23%	10	92.8%
Audit Committee	5	100%	7	100%
Compensation Committee	5	100%	6	100%
Nomination and Corporate Governance Committee***	0	N/A	4	91.7%

* Excludes ad-hoc committees.

** Meetings, if there were any, at which a director was not allowed to attend as a matter of applicable law, were not counted as a failure to attend.

*** The Nomination and Corporate Governance Committee was formed in October 2023.

Director attendance improved from a minimum of 62% in 2023 to at least 80% in 2024

Compliance and International Standards

As a global enterprise, Radware considers adherence to international standards not only a practical necessity but also a moral imperative across various operational facets, encompassing environmental protection, anti-corruption measures, and human rights considerations. These encompass compliance with:

- The EU's Restriction on Hazardous Substances (RoHS) directive.
- Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) regulations.
- Waste Electrical and Electronic Equipment (WEEE) directives.
- ISO standards include Quality Management System (ISO 9001), Business Continuity Management System (ISO 22301), Environmental Management System (ISO 14001), Occupational Health and Safety Management System (ISO 45001), Information Security Management System (ISO 27001).
- Supply Chain Security Management Systems (ISO 28000), Cloud Protection Management System (ISO 27017), Personally Identifiable Information (PII) In Public Clouds Management System (ISO 27018), Cybersecurity Management System (ISO 27032) and Privacy Management System (ISO 27701).

Remuneration Policy

Radware's remuneration policy is designed to attract, retain, and motivate top talent while aligning with the company's long-term strategy, performance, and shareholder interests. The policy ensures that compensation is fair, competitive, and performance-driven, fostering accountability and sustainable value creation. Executive and employee remuneration includes a balanced mix of fixed and variable components, including base salary, performance-based incentives, equity grants, and benefits. These elements are structured to promote responsible risk-taking, ethical conduct, and long-term growth. The policy is regularly reviewed to maintain compliance with regulatory requirements and best practices, ensuring transparency, equity, and alignment with stakeholder expectations.

Ethical Behavior

We are proud of our commitment to high professional and ethical standards, and they are of paramount importance to our company. Our value for human dignity and commitment to responsible operations guide the conduct of our employees to each other, our stakeholders and greater society and is an essential component of all company activities.

To ensure that Radware employees, contractors and suppliers adhere to necessary ethical standards, we have adopted several policies addressing relevant aspects of conduct. These include our [Code of Conduct and Ethics](#), our [Anti-Corruption Policy](#), Insider Trading, Anti-Discrimination and Anti-Harassment, Reporting and Anti- Retaliation and [Human Rights and Labor Standards policies](#) as well as a [Supplier Code of Conduct](#).

Ethical Standards at Radware

At Radware, our commitment to the highest ethical standards underpins every facet of our business operations. We hold ourselves accountable to all stakeholders - employees, shareholders, customers, suppliers, regulators, and community representatives - pledging honesty and fairness in all our endeavors. To ensure adherence to these principles, we actively communicate our comprehensive Code of Conduct and Ethics to every employee, consultant and sub-contractor. This empowers them to uphold the ethical norms and integrity essential in every business interaction while representing our organization.

Our Code of Conduct and Ethics serves as a guiding framework, shielding us from potential business risks and nurturing trust-based relationships with our stakeholders. It articulates the Company's expectations, encompassing personal behavior and the imperative of respecting individuals.

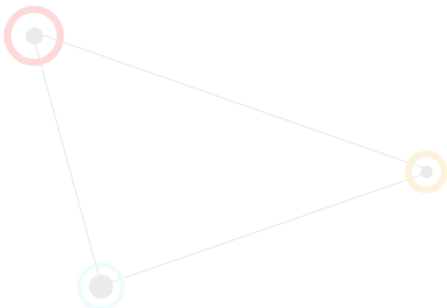
We believe that maintaining the highest ethical standards not only safeguards our business but also fosters enduring trust and mutual respect among all those we engage with.

Code of Conduct and Ethics

Radware's [Code of Conduct and Ethics](#) forms the backbone of our corporate ethics approach. It regulates employee conduct in several areas related to corporate compliance. These include requirements to adhere to laws in all Radware locations, the conditions under which employees can receive gifts from partner organizations, required conduct in situations where employees face the risk of personal or financial conflicts of interest, the requirement to respect intellectual property laws and the requirement to treat others respectfully. Incoming employees review and sign the Code of Conduct and Ethics upon joining our workforce and all employees review it and receive relevant training using our 'KnowB4' training platform on an annual basis to ensure that they fully understand and comply with its requirements. The code is periodically reviewed to ensure ongoing compliance with all relevant laws, rules, and regulations, as well as to keep it aligned with evolving industry standards and stakeholder expectations. The Code of Conduct and Ethics is approved by the Board of Directors and executive management and is publicly available on our website.

Rate of employee participation in training	2022	2023	2024
Code of Conduct and Business Ethics	100%	97%	89%
Preventing sexual harassment	100%	95%	90%

The decrease in employee training is attributed to a high number of employees called for reserve duty during the year, as part of Israel's ongoing war effort.



If an employee violates it, Radware has implemented a policy to ensure that infractions are reported, investigated, and dealt with appropriately. The whistleblower can submit concerns regarding violations via anonymous email, which automatically sends email complaints to each of our Audit Committee members.

All incidents are reported to the head of the HR department, who protects the anonymity of the submitting party while passing the matter on to the General Counsel for investigation.

Following any incident, Radware will act swiftly to respond while preventing similar violations from occurring in the future.

In 2024, the company did not receive any ethical complaints.

Anti-Corruption Policy

The [Anti-Corruption Policy](#) informs Radware employees of explicitly corrupt practices while bringing light to several “red flag” situations that may be signs of attempted corruption by Radware’s partner companies.

Employees aware of potential violations in this regard are instructed to report infractions to the Chairman of Radware’s Audit Committee and are protected from retaliation when reporting corruption issues to management. The Anti-Corruption Policy is updated annually and approved by our Board of Directors and executive management.

Due to the critical importance of maintaining a workplace free of corruption, Radware requires its employees to attend on-line training sessions designed to educate them regarding corporate corruption and to fill out our Anti-Corruption questionnaire at the beginning of their employment. Penalties for breaching this policy include disciplinary action and even termination.

In both 2023 and 2024, there were no reported cases related to corruption in the company.

Mechanisms for Seeking Advice and Raising Concerns

Radware is committed to maintaining a culture of integrity, transparency, and accountability. Employees and stakeholders are encouraged to report any suspected violations of laws, regulations, or the company’s Code of Ethics. All reports are handled with the utmost care and undergo a thorough investigation led by the General Counsel, who may delegate responsibilities as needed. If the concern involves the General Counsel, and the Chief Financial Officer assumes oversight. Following an investigation, appropriate actions are taken to address any confirmed violations, ensuring a swift and effective response.

Radware strictly prohibits retaliation against anyone who reports concerns or cooperates in an investigation in good faith. Disciplinary action may be taken against individuals found to have engaged in misconduct, while those making false reports with malicious intent may also be subject to consequences. Additionally, any waivers of the Code of Ethics for executive officers and directors require approval by the Board of Directors and must be disclosed in compliance with applicable regulations.

Conflict of Interest

At Radware, we are committed to conducting business with integrity, transparency, and professionalism. All employees and stakeholders are expected to handle actual or potential conflicts of interest with the highest ethical standards, ensuring that personal interests never compromise the company’s best interests. Employees must avoid situations where their personal or financial relationships could unduly influence business decisions, particularly in dealings with competitors, suppliers, or customers. Those involved in procurement must exercise objectivity and disclose any prior connections with vendors. Any conflict of interest, whether real or perceived, must be promptly reported through the appropriate channels, ensuring a responsible and impartial resolution process.

Insider Trading Policy

Through their work for Radware, certain employees may receive access to sensitive information, which is to be held in trust. The use of this information to gain monetary advantages through trading in company securities is unlawful and forbidden by Radware’s [Insider Trading Policy](#). This includes “tipping” information about the company as well as trading in company securities while in possession of material nonpublic information. All employees are required to read and sign the policy and are directed to the appropriate personnel for any questions regarding the legality of trading company securities.

Responsible Supply Chain

Sustainable Procurement

In our commitment to a sustainable supply chain, we have embedded sustainability considerations into our procurement practices. This includes the integration of environmental clauses, and the [Supplier Code of Conduct](#), in our Purchase Orders' (Pos) Terms and Conditions, which are publicly available at <https://www.radware.com/termsofpurchase/>. By embedding these principles into our procurement processes, we aim to minimize environmental impact, promote ethical sourcing, and support the overall sustainability goals of our organization.

In 2022, we released a survey for our main hardware suppliers aiming to gather data on suppliers' GHG emissions and sustainability and reduction initiatives. Collecting this information enables us to assess the environmental impact of our supply chain comprehensively. By involving our suppliers in this initiative, we seek to foster a collaborative approach to sustainability, engage them in sustainable practices by increasing the demand for disclosure on GHG emissions and sustainable practices and drive positive changes throughout our supply chain. We got a 100% response from all the suppliers that were requested to complete the survey.

In our most recent assessment, seven key material suppliers were evaluated on their environmental sustainability practices. All (100%) have published sustainability reports, while 71% have an established sustainability policy and actively manage their greenhouse gas (GHG) emissions. Additionally, 57% are ISO 14001 certified and have set clear targets for GHG emission reduction. Notably, 86% have implemented processes to integrate environmental considerations into product design and manufacturing - such as enhancing product lifespan, ensuring compatibility and adaptability, and reducing hardware and software dependencies.

Supplier Code of Conduct

Radware's commitment to ethical behavior and human rights extends to its suppliers, contractors and consultants as stipulated in our [Supplier Code of Conduct](#). This code is rooted in international legal documents such as the United Nations Declaration of Human Rights and the International Labor Conventions.

The standards covered by our Supplier Code of Conduct cover the same areas as Radware's own ethics policies including anti-corruption, avoiding conflicts of interest and risk analysis, prohibitions on insider trading, preservation of intellectual property, nondisclosure requirements, upholding ethical workplace practices, responsible sourcing and supply adherence to environmental requirements and the requirement to follow an integrated management system policy.

Radware may ensure compliance with its Supplier Code of Conduct through auditing or other assessments of a partner entity's facilities, records, or business practices. Responsibility for handling potential breaches of our Supplier Code of Conduct is referred to Radware's General Counsel. The Supplier Code of Conduct has been approved by our Board of Directors and executive management.

Conflict Minerals

Radware recognizes the importance of responsible sourcing and its role in mitigating the human rights risks associated with the use of minerals originating from conflict-affected and high-risk areas. As a downstream user of materials that may contain tin, tungsten, tantalum, or gold (3TG), we are committed to implementing robust due diligence practices aligned with the OECD Due Diligence Guidance and the Responsible Minerals Initiative (RMI).

In 2023, we continued to strengthen our efforts by conducting a comprehensive risk-based evaluation of our suppliers, focusing on transparency and traceability across the supply chain. We collected updated Conflict Minerals Reporting Templates (CMRTs), increased supplier engagement, and emphasized the use of approved smelters. Our analysis showed a year-over-year reduction in the number of suppliers sourcing from non-conformant or unknown smelters, demonstrating progress in aligning our supply chain with ethical sourcing standards.

These efforts are guided by Radware's [Conflict Minerals Policy](#), which is embedded in our Terms of Purchase and supplier onboarding process. We view non-compliance as a serious concern and reserve the right to terminate relationships where necessary. Through continuous improvement, we aim to further reduce our exposure to conflict minerals and support global initiatives promoting human rights and responsible mineral sourcing.

Information Security and Data Protection

As a leading provider in cybersecurity and application delivery, ensuring the highest standards of information security and data protection is a critical aspect of Radware's management approach. Radware meets relevant international privacy standards including the EU's General Data Protection Regulation (GDPR), follows best practices for its information security management system and is certified for ISO 27001, ISO 27017, ISO 27018, ISO 27701, and ISO 27032. Radware is also certified for ISO 28000 Supply Chain Security ISO 22301 Business Continuity Management, A PCI service provider and HIPAA compliance is confirmed by an annual self-assessment. Furthermore, Radware is maintaining annual SOC 2 Type 2 attestations for its cloud security services.

Information Security Policy

Radware's Information Security Policy is rooted in our responsibility to preserve the confidentiality, integrity and accessibility of data belonging to Radware and our customers and provide our stakeholders and customers with a sense of security and trust. Our Information Security Policy serves as the foundation for detailed internal procedures, standards and policies, which form the basis of our data security approach.

Radware's information assets include:

- **Intellectual property**
- **Proprietary information**
- **Customer information**
- **Corporate management information system**
- **Human resource information**
- **Technology Infrastructure**

To ensure that this essential information is safeguarded, periodic risk assessments are conducted. Information is divided into four levels of sensitivity and assigned to data owners, who are responsible for classification of information assets and determining appropriate criteria for obtaining access to these sensitive information assets.

Information Security: Everyone's Responsibility

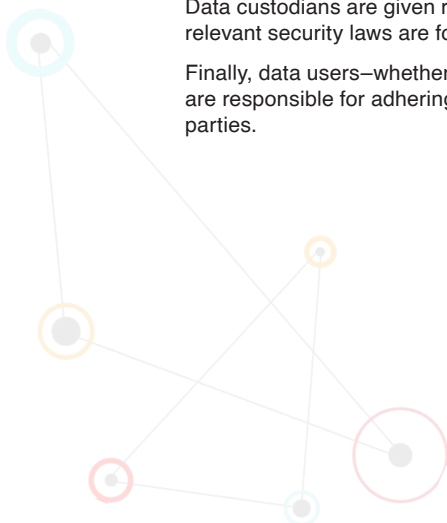
Radware's Information Security Policy is organized under a documented responsibility structure, with each manager playing a unique role in its implementation. The process of supervising the policy is handled by the company's senior management, who revise the information security principals annually and review performance metrics and security incidents to continuously improve Radware's approach in this critical field.

The Director of Cybersecurity and the Chief Information Security Officer (CISO) are directly responsible for defining the security strategy, with the support of company executives. Their roles include documenting and disseminating the company's security policy, educating employees about relevant policies, and responding to any breaches or violations of policy that may occur. The CISO is responsible for defining Radware's Information Security Policy, ensuring that violations are monitored and responded to in a way that minimizes risk to Radware. The Director of Cybersecurity is responsible for the implementation, operation and monitoring of the systems and procedures necessary to maintain a secure environment.

The Information Security Steering Committee is tasked with providing oversight and direction in all matters regarding the protection of company data and privacy assurance. This includes overseeing the implementation of Radware's strategic information systems security plan and systems security policy, assuming responsibility in the case that exceptions to these policies are required and advising department managers about potential risks and opportunities.

Data custodians are given responsibility for specific information assets and are responsible for ensuring that all relevant security laws are followed when granting access to said information.

Finally, data users—whether Radware employees, contractors or third parties—who are granted access to information are responsible for adhering to relevant company guidelines and for reporting any breaches or violations to relevant parties.



Information Security: Practices and Procedures

In addition to designing products and services, which minimize the processing of data to reduce the vulnerability of information breaches, Radware performs several critical procedures to secure company and customer information. These include employee training, conducting annual risk assessments, encrypting data in transit and storage, conducting internal and external audits of control procedures, and ensuring that access to company and customer information is limited to employees based on their specific job function. Radware ensures that customers are aware of all relevant information and security procedures through our Data Processing Agreement.

Case Study: Protection Against Breaches and Leaks

Our cybersecurity risk management program includes a secure software development program intended to reduce the introduction of risks into our software, a software vulnerability and patch management program, and cybersecurity incident detection, response, and recovery programs, among others. Our cybersecurity risk team aims to integrate cybersecurity risks into our overall company's risk management system and processes.

Key elements of our cybersecurity risk management program include, but are not limited to the following:

- a cybersecurity incident response plan that includes procedures for responding to cybersecurity incidents and risk assessments designed to help identify material cybersecurity risks to our critical systems, information, products, services, and our broader enterprise IT environment;
- a security team principally responsible for managing (1) our cybersecurity risk assessment processes, (2) our security controls, and (3) our response to cybersecurity incidents;
- the use of external service providers, where appropriate, to assess, test or otherwise assist with aspects of our security processes; and
- a third-party risk management process for key service providers based on our assessment of their criticality to our operations and respective risk profile.

Data Protection

In addition to ensuring that company records and data are secured, preserving our customers' private information is a crucial aspect of Radware's operations. Our company operates in compliance with, [among other data privacy regulations], the European Union's General Data Protection Regulations (GDPR) and acts in accordance with our Data Protection Code of Conduct and individual Data Processing Agreements which address the way in which data is processed, record keeping and data protection requirements. Upholding these standards falls under the competence of Radware. In addition, all third-party relationships are evaluated for compliance with data protection and privacy requirements.

Radware offers customers within the EU the ability to store data within the European Economic Area (EEA). Furthermore, in dealing with countries that do not offer adequate data protection by law, Radware offers contractual agreements in accordance with GDPR.

In the event of a personal data breach, Radware has policies and measures in place to detect, report and address incidents quickly and effectively. This includes the use of automated detection capabilities and prevention systems, antivirus software, log analyzers and through reports submitted by users suspecting a breach. If a breach is confirmed, Radware reports the breach to the documented Customer contact and will report the breach to the relevant supervisory authorities within the timeframes required by applicable law.

Website Privacy Policy

Radware maintains a comprehensive [Website Privacy Policy](#) that addresses all key aspects of data protection. This includes the collection and use of personal information, user rights to modify or delete their data, limitations on collecting data from children, security and encryption measures, and a strict data retention policy requiring deletion of personal data once it is no longer needed to provide a product or service. The policy also outlines the conditions under which Radware may share data with third parties.

The Website Privacy Policy and Cookie Policy were most recently updated in June 2024. Full details are available on Radware's official website.

Integrated Management System

Radware's Integrated Management System (IMS) embodies our commitment to continuously enhance the quality of our products and services, elevate our environmental, health, and safety (EHS) performance, fortify our supply chain, and manage information efficiently. This comprehensive system is structured to ensure Radware's ethical operations and compliance with ISO 9001, ISO 90003, ISO 22301, ISO 14001, ISO 28000, ISO 45001, ISO 27001, ISO 27017, ISO 27018, ISO 27032, ISO 27701 as well as other applicable laws and regulations. The IMS framework is seamlessly integrated into all relevant facets of our business, communicated internally, and regularly reviewed to ensure accuracy, aligning with our ongoing improvement efforts in these areas.

Radware continuously refines its solutions and processes to meet the evolving needs and expectations of our customers. The IMS is geared toward consistently infusing considerations of quality, safety, environmental impact, and reliability into product development, manufacturing, delivery, and support services. Stakeholder engagement, a cornerstone outlined by the IMS, is deeply embedded within all our processes, serving as a pivotal driver for our success.

At Radware, meeting IMS requirements is the personal commitment of our managers, employees, and contractors, who adhere to this policy and its guidelines, leading by example in their actions. We are dedicated to perpetually enhancing IMS compliance by deploying risk management strategies, addressing non-conformities or potential risks through corrective actions, and enriching employee training and awareness.

Risk Management

Radware is committed to a proactive and comprehensive approach to risk management, ensuring the resilience of our business operations in an evolving global landscape. Our risk management framework identifies, assesses, and mitigates a broad range of risks, including financial, operational, regulatory, technological, and environmental risks. We continuously monitor emerging threats, such as cybersecurity challenges, supply chain disruptions, geopolitical uncertainties, and regulatory changes, to safeguard our long-term stability. By integrating risk management into our strategic decision-making, we enhance our ability to navigate uncertainties, protect stakeholder interests, and sustain business continuity.

Climate Risk Management

Radware recognizes the potential long-term risks that climate change may pose to our business, including operational disruptions, supply chain vulnerabilities, and evolving regulatory requirements. While we do not foresee significant near-term impacts, we remain committed to monitoring climate-related risks and adapting our strategies accordingly. Regulatory changes and shifting stakeholder expectations as part of the transition to a low-carbon economy around carbon reduction and sustainability may influence our operations, compliance costs, and business relationships. To address these challenges, we continue to evaluate and enhance our ESG initiatives, ensuring transparency, resilience, and alignment with industry best practices.

Managing Technology Disruption Risks

Radware recognizes that its operations and customer services are highly dependent on robust technological infrastructure, including its internal IT systems, cloud platforms, and cybersecurity defenses. Technology-related risks such as system outages, cyberattacks (including ransomware and AI-driven threats), and service disruptions from third-party hosting providers pose potential threats to business continuity and customer satisfaction. To mitigate these risks, Radware employs a comprehensive risk management framework that includes system redundancies, disaster recovery protocols, ongoing vulnerability assessments, and strict access controls. The company actively monitors its infrastructure and application security posture using both automated and manual tools. Key performance and availability metrics are internally governed, with current and historical uptime statistics for Radware's AppSec and DDoS services publicly available on dedicated service status pages. In addition, the company maintains transparency and proactive communication with customers via its Customer Support Portal, where Tech Alerts, Common Vulnerabilities and Exposures (CVEs), Security Advisories, and other quality and service-related insights are regularly published. These measures ensure continuous oversight and responsiveness to potential disruptions, reinforcing Radware's commitment to operational resilience and customer trust.



8. About this Report

General

This Radware ESG report, provides an overview of environmental, social, and governance projects, activities, and initiatives undertaken during fiscal years 2023-2024. The information cited in this report and its GRI content index for the period from 1 January 2023 to 31 December 2024, in reference to the GRI standards 2021 and incorporating SASB guidelines. This global report covers all Radware sites, with particular emphasis on the headquarters and operations in Israel, aiming to furnish comprehensive insights to all stakeholders, including customers, industry analysts, shareholders, NGOs, employees, sustainability experts, governments, and others.

Prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option and the Sustainability Accounting Standards Board's Hardware, and Software & IT Services Sustainability Accounting Standard, this report's content was determined through a meticulous process involving numerous factors:

- Updated materiality assessment.
- Input from executives and subject matter experts across Radware.
- Consideration of broader sustainability context and trends.
- Alignment with external standards, frameworks, and ESG ratings including the UN Global Compact, Sustainable Development Goals, Ecovadis, Task Force on Climate-related Financial Disclosures, and World Economic Forum International Business Council Stakeholder Capitalism Metrics.
- Global reporting trends and benchmark best practices.
- The calculation of GHG emissions adhered to GHG Protocol guidelines, encompassing Scope 1 emissions (direct responsibility) and Scope 2 emissions (indirect responsibility, such as electricity consumption). Radware is annually audited through a Greenhouse Gas emissions verification audit conducted by [Carbon Footprint Ltd](#) according to ISO 14064-3: 2019 verification standard, using the GHG Protocol calculation methodology. For 2023 verification [click here](#).

Advisers and Inquiries

We would like to thank the whole Radware team who contributed data and spent time preparing this report. The report was written with the assistance of the following external advisors:

- Yael Ostrowsky and Orit Braverman – ESG Consultants
- Florencia Vital – EHS Consultant, of Green Target (Yaad Yarok).
- Romy Dar – Quality and Security Consultant, of Orna Kamin Management Consulting.

However, we did not seek, nor was there, external assurance or audit of this report from third parties (with respect to most of the information in this report, unless otherwise expressly noted here).

Your comments and suggestions are important to us. If you have any questions or comments about this report, please contact:

- Gadi Meroz, General Counsel: gadime@radware.com
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- Alex Kramp, Director of Quality & Engineering: alexkr@radware.com; or radware_qe@radware.com

Radware encourages you to join our community and follow us on: [Radware Blog](#), [LinkedIn](#), [Facebook](#), [Twitter](#), [SlideShare](#), [YouTube](#), [Radware Connect](#) app for iPhone® and our security center DDoSWarriors.com that provides a comprehensive analysis of DDoS attack tools, trends and threats.



9. Annexes

Annex 1. GRI Table

GRI 2: General Disclosures 2021

Disclosure Number	Disclosure Title	Page/Reference
1. The organization and its reporting practices		
2-1	Organizational Details	About Radware
2-2	Entities included in the organization's sustainability reporting	About this Report
2-3	Reporting period, frequency and contact point	About this Report
2-4	Restatements of information	About this Report
2. Activities and workers		
2-6	Activities, value chain and other business relationships	About Radware
2-7	Employees	Powered by People
2-8	Workers who are not employees	Powered by People
3. Governance		
2-9	Governance structure and composition	Integrity at the Core
2-10	Nomination and selection of the highest governance body	Integrity at the Core
2-11	Chair of the highest governance body	Integrity at the Core
2-12	Role of the highest governance body in overseeing the management of impacts	Integrity at the Core
2-13	Delegation of responsibility for managing impacts	Integrity at the Core
2-14	Role of the highest governance body in sustainability reporting	Integrity at the Core
2-15	Conflicts of interest	Integrity at the Core
2-16	Communication of critical concerns	Integrity at the Core
2-17	Collective knowledge of the highest governance body	Integrity at the Core
2-18	Evaluation of the performance of the highest governance body	Integrity at the Core
2-19	Remuneration policies	Integrity at the Core
2-20	Process to determine remuneration	Integrity at the Core
2-21	Annual total compensation ratio	Integrity at the Core
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Radware ESG Approach
2-23	Policy commitments	Integrity at the Core
2-24	Embedding policy commitments	Integrity at the Core
2-26	Mechanisms for seeking advice and raising concerns	Integrity at the Core
2-27	Compliance with laws and regulations	Integrity at the Core
2-28	Membership associations	About Radware
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	Radware ESG Approach
2-30	Collective bargaining agreements	Powered by People

GRI Standard Title or Topic	Disclosure Number	Disclosure Title	Page/Reference
Economic performance	201-1	Direct economic value generated and distributed	About Radware
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	Powered by People: CSR/Community Investments
	203-2	Significant indirect economic impacts	About Radware
Anti-corruption*	205-2	Communication and training about anti-corruption policies and procedures	Integrity at the Core: Ethical Behavior
	205-3	Confirmed incidents of corruption and actions taken	Integrity at the Core: Ethical Behavior
Anti-competitive Behavior*	206-1	Legal actions for anti- competitive behavior, anti-trust, and monopoly practices	Integrity at the Core: Ethical Behavior
Energy*	302-1	Energy consumption within the organization	Tech for a Thriving Planet
	302-3	Energy intensity	Tech for a Thriving Planet
	302-4	Reduction of energy consumption	Tech for a Thriving Planet
	302-5	Reductions in energy requirements of products and services	Tech for a Thriving Planet
Water	303-1	Water withdrawal by source	Tech for a Thriving Planet
Emissions*	305-1	Direct (Scope 1) GHG emissions	Tech for a Thriving Planet
	305-2	Energy indirect (Scope 2) GHG emissions	Tech for a Thriving Planet
Effluents and Waste	306-2	Waste by type and disposal method	Tech for a Thriving Planet
	306-4	Transport of hazardous waste	Tech for a Thriving Planet
Environmental Compliance*	307-1	Non-compliance with environmental laws and regulations	Tech for a Thriving Planet
Supplier Environmental Assessment*	308-2	Negative environmental impacts in the supply chain and actions taken	Tech for a Thriving Planet
Employment	401-1	New employee hires and employee turnover	Powered by People
Occupational Health and Safety*	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Powered by People: Health & Safety
Training and Development	404-2	Programs for upgrading employee skills and transition assistance programs	Powered by People: Employee Growth & Development
	404-3	Percentage of employees receiving regular performance and career development reviews	Powered by People: Employee Growth & Development
Diversity and Equal Opportunity*	405-1	Diversity of governance bodies and employees	Powered by People; Corporate Governance
Non-discrimination*	406-1	Incidents of discrimination and corrective actions taken	Powered by People: Diversity and Inclusion
Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	ESG Approach; Integrity at the Core: Ethical Behavior
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	Powered by People: CSR/Community Investments
Supplier Social Assessment*	414-2	Negative social impacts in the supply chain and actions taken	Integrity at the Core: Ethical Behavior
Public Policy*	415-1	Political contributions	Radware prohibits any political contributions activity. In 2023-2024, we did not contribute to political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax- exempt groups.
Customer Privacy*	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Integrity at the Core

* Material topics

Annex 2. SASB Table

Software and IT Services

Accounting Metric	Code	Disclosure
Environmental Footprint of Hardware Infrastructure		
(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable energy ⁽¹⁾	TC-SI-130a.1	Tech for a Thriving Planet
(1) Total water withdrawn, (2) Total water consumed; percentage of each in in regions with High or Extremely High Baseline Water Stress ⁽¹⁾	TC-SI-130a.2	Tech for a Thriving Planet
Description of the integration of environmental considerations to strategic planning for data center needs ⁽²⁾	TC-SI-130a.3	Tech for a Thriving Planet
Data Privacy & Freedom of Expression		
Description of policies and practices relating to behavioral advertising and user privacy ⁽²⁾	TC-SI-220a.1	Trust by Design
Number of users whose information is used for secondary purposes ⁽¹⁾	TC-SI-220a.2	This data is confidential
Total amount of monetary losses because of legal proceedings associated with user privacy ⁽¹⁾	TC-SI-220a.3	Trust by Design
(1) Number of law enforcement requests for user information (2) Number of users whose information was requested (3) Percentage resulting in disclosure ⁽²⁾	TC-SI-220a.4	Radware did not receive any requests for customer information from government or law enforcement sources. Total number of substantiated complaints received concerning breaches of customer privacy – None. Complaints received from outside parties and substantiated by the organization – None.
List of countries where core products or services are subject to government- required monitoring, blocking, content filtering, or censoring ⁽²⁾	TC-SI-220a.5	Our Legal Department is keeping all the records.
Data Security		
(1) Number of data breaches, (2) Percentage that are personal data (3) breaches, Number of users affected ⁽¹⁾	TC-SI-230a.1	Trust by Design
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards ⁽²⁾	TC-SI-230a.2	Trust by Design
Recruiting & Managing a Global, Diverse Skilled Workforce		
(1) Percentage of employees that require a work visa ⁽¹⁾	TC-SI-330a.1	Powered by People
Employee engagement as a percentage ⁽¹⁾	TC-SI-330a.2	Powered by People
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 ⁽¹⁾	TC-SI-330a.3	Confidential data

Accounting Metric	Code	Disclosure
Intellectual Property Protection & Competitive Behavior		
Total amount of monetary losses because of legal proceedings associated with anticompetitive behavior regulations ⁽¹⁾	TC-SI-520a.1	Integrity at the Core
Managing Systemic Risks from Technology Disruptions		
Number of (1) performance issues and (2) service disruptions. total customer downtime ⁽³⁾	TC-SI-550a.1	The mentioned metrics are internally governed. Latest performance and historical uptime for Radware services are available in our AppSec and DDoS status pages. Tech Alerts, CVEs, Security Advisories, and additional quality/service-related insights are available within our Customer Support Portal .
Discussion of business continuity risks related to disruptions of operations ⁽²⁾	TC-SI-550a.2	Please refer to our 20-F Annual Filing. Also see 'Responsible Business Practices'.

⁽¹⁾ Quantitative ⁽²⁾ Discussion and Analysis Material topics

Hardware

Accounting Metric	Code	Disclosure
Product Security		
Description of approach to identifying and addressing data security risks in products ⁽²⁾	TC-HW-230a.1	<p>Radware employs a defined "Secure Software Development Lifecycle" (SSDLC), which embeds security considerations from the earliest design stages through to testing and deployment. Security is a core part of product development, with both Static Application Security Testing (SAST) and Dynamic Application Security Testing (DAST) integrated throughout the release lifecycle. Some security tests are embedded within the CI (Continuous Integration) pipeline, while others are executed periodically during development cycles.</p> <p>Radware follows a quarterly release cadence, during which all products undergo thorough vulnerability scanning. The company continuously monitors newly published Common Vulnerabilities and Exposures (CVEs), including those related to third-party components, and evaluates their applicability. Identified vulnerabilities are triaged according to a formal CVE handling process and addressed through product updates, patches, or workarounds.</p> <p>Security vulnerabilities are transparently communicated to customers via release notes, with detailed and up-to-date information available through the Radware Knowledge Base, accessible via the corporate website and support channels. Third-party vulnerabilities are prioritized based on NVD (National Vulnerability Database) severity scores, and assessments are informed by both public and commercial intelligence sources.</p> <p>The vulnerability triage process undergoes regular reviews as part of post-mortem analyses of field issues, continuous quality improvement efforts, and assessments of process coverage to identify and address any gaps. This ongoing process ensures that data security risks are proactively identified, assessed, and mitigated throughout the product lifecycle.</p>

Accounting Metric	Code	Disclosure
Employee Diversity and Inclusion		
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 ⁽¹⁾	TC-HW-330a.1	Confidential data
Product Lifecycle Management		
Percentage of products by revenue that contain IEC 62474 declarable substances ⁽¹⁾	TC-HW-410a.1	Based on RoHS and EC Declarations of Conformity which align with substance restrictions covered in IEC 62474 it is likely all products comply, however there is no explicit IEC 62474 compliance declaration in place.
Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent ⁽¹⁾	TC-HW-410a.2	No products are registered in EPEAT
Percentage of eligible products, by revenue, certified to an energy efficiency certification ⁽¹⁾	TC-HW-410a.3	All Radware HW products are 80 Plus certified.
Weight of end-of-life products and e-waste recovered; percentage recycled ⁽¹⁾	TC-HW-410a.4	There is no actual data on this. For GHG emissions report purposes, we assume every item sold in the reporting year becomes waste (Scope 3 - End of life treatment of sold products). The lifespan is 7 years, but in reality, they are used for much longer. We estimate 100% is recycled based on end-of-life location being countries where recycling rates are high.
Supply Chain Management		
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 ⁽¹⁾	TC-HW-430a.1	Radware is not an RBA member nor has it completed an RBA SAQ.
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 nonconformances and (b) other nonconformances ⁽¹⁾	TC-HW-430a.2	NA since Radware is not an RBA member. We have a Tier 1 suppliers audit as part of ISO 9001 (Quality Management) compliance
Materials Sourcing		
Description of the management of risks associated with the use of critical materials ⁽²⁾	TC-HW-440a.1	To manage risks associated with the use of critical materials, we work closely with our ODM partners by providing demand forecasts two quarters in advance, allowing them to secure materials proactively and mitigate availability risks. In periods of exceptional raw material shortages - such as during the COVID-19 pandemic - we extend our planning horizon to three to four quarters to ensure continued supply. Additionally, we implement life cycle management practices and align procurement with supply chain guidelines to maintain long-term material availability and resilience.

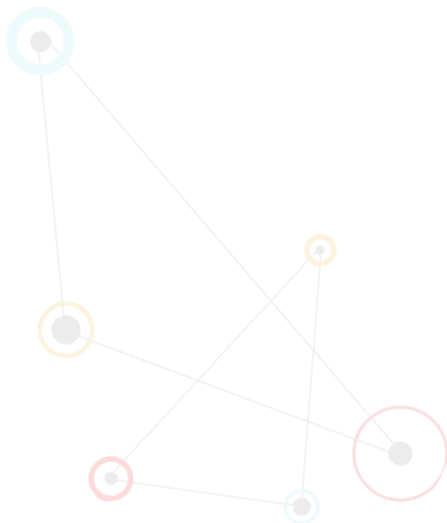
Important Notice

Except for the historical information contained herein, the statements contained in this report may contain forward-looking statements, within the meaning of the Private Securities Litigation Reform Act of 1995 and other applicable laws. Actual outcomes could differ materially from those anticipated in these forward-looking statements. We urge you to consider that statements which use the terms “believe,” “plan,” “seek,” “strive,” “would,” “will,” “project,” and similar expressions, or the negative thereof, are intended to identify forward-looking statements. Without limiting the generality of the foregoing, forward-looking statements contained in this report include the expectations of objectives and anticipated ESG performance of Radware, including with respect to various ESG criteria and goals and the anticipated timing of achieving such criteria and goals, if at all.

These statements reflect our current views, expectations, and assumptions with respect to future events, are based on assumptions, and subject to risks and uncertainties over which we may have little or no control. Factors that could cause or contribute to such differences include, but are not limited to, the risks and uncertainties identified in this report or discussed in our Annual Report on Form 20-F and our other filings with the U.S. Securities and Exchange Commission (“SEC”). Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date of this report. Except as required by applicable law, we do not intend to update or revise any forward-looking statements, whether because of new information, future events or otherwise.

Statements in this report that use the word “material” or “key,” or similar expressions are used within this report to describe issues for voluntary ESG reporting that Radware considers to be of importance in terms of stakeholder interest and potential social impact. Accordingly, no reference to or disclosure of any matter in this report should be construed to establish a standard of materiality in other reports or filings made by Radware with SEC or otherwise.

Certain material in this report has been prepared by Radware based on publicly available information, internally developed data and other third-party sources believed to be dependable. Radware has not sought to independently verify information obtained from public and third-party sources and makes no guarantee as to the accuracy, completeness, or reliability of such information. Any website addresses or hyperlinks within this report are provided solely for your convenience and the content of the linked site does not in any way form part of this report.



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