



Supplier Code of Conduct

February 2023

Radware Ltd. (the "Parent"), its branches and its subsidiaries (the "Subsidiaries") ("We", "The Company", "Radware") is committed to ensuring the implementation of its Code of Conduct and Ethics including in our dealings with suppliers, contractors and consultants, where relevant ("Supplier(s)"). In line with our Code of Conduct and Ethics, Human Rights and Labor Standards Policy, Environmental Policy and Integrated Management System Policy, and to support the business integrity of our activities, We ask our Suppliers to honor our values and standards set forth in this Supplier Code of Conduct (the "Code").

This Code has been created based on the principles set forth in internationally recognized standards such as the United Nations Declaration of Human Rights and the International Labor Conventions ("ILO"), as well as based on other relevant laws and regulations outlined where relevant herein.

Ethics and Corporate Governance

Compliance with the Law and Adherence to Regulations

Radware expects all of its Suppliers to meet or exceed all applicable laws and regulations, in line with the Company's Code of Conduct and Ethics which can be found at: <https://www.radware.com/corporategovernance/>.

Radware acknowledges that there are differences in local laws and practices between countries. In some cases, the Code establishes policies and/or requirements that would not otherwise be required in some countries. In keeping with Radware's commitment to meet the highest standards of business conduct wherever it does business, all Suppliers are asked to comply with all aspects of the Code, even if it is not required by local laws. Conversely, there may be laws in certain countries which may not specifically apply outside of those countries, and therefore, not specifically be addressed in the Code. Suppliers are expected to use good judgment and common sense in seeking to comply with all applicable laws, rules and regulations and to ask for advice when uncertain about them.

Without derogating from the above responsibility, the Company may add policies applicable to specific regions as required or appropriate under local laws.

Prohibition of Corrupt Practices and Compliance with the Company's Anti-Corruption Policy

The Company upholds and enforces an Anti-Corruption Policy, which also applies to its Suppliers. The Company asks its Suppliers to demonstrate a zero-tolerance policy towards all forms of corruption and bribery.

The Anti-Corruption Policy outlines the guidelines and procedures with regard to the following:

- The Anti-Bribery Laws Prohibitions and Requirements
- Penalties Under the Anti-Bribery Laws
- Gift Giving and Receiving

- Payments Permitted Under the Anti-Bribery Laws
- Compliance with Local Laws
- Business Partners and Third-Party Relationships
- Identification of Red Flags
- Methods for Reporting Grievances

The full Anti-Corruption Policy can be found in the Company web-site at the following link: <https://www.radware.com/corporategovernance/governance/>

As per the Company's Anti-Corruption Policy, monitoring and enforcement procedures shall comply with applicable anti-corruption laws, such as the U.S. Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act.

Avoiding Conflicts of Interest and Risk Analysis

All Suppliers must avoid conflict of interest situations between their direct or indirect (including members of immediate family) personal interests and the interest of the Company. If a conflict of interest arises, the Suppliers must disclose any relevant connections to the Company to their relevant point of contact.

Prohibition on Insider Trading

No Supplier of the Company can buy or sell shares or other securities of a business, or give advice thereon, if it, he or she has access by reason of its, his or her professional activities with the Company to any non-public information about that business. Trading by Suppliers of the Company's securities, including the exercise of stock options, is permitted only in accordance with applicable laws and rules promulgated by the U.S. Securities and Exchange Commission and NASDAQ.

Protection of Intellectual Property

The Company recognizes intellectual property rights as well as proprietary confidential information (collectively "IP") as a central shareholder value. Suppliers shall take appropriate action to preserve and enhance the Company's IP and respect the IP rights of other persons and entities .

Non-Disclosure Requirements

The written retention agreements with Suppliers shall contain provisions regarding the non-disclosure and non-use of proprietary and/or confidential information received by such Suppliers during the term of the relationship with the Company. Compliance with these provisions is mandatory.

Labor and Human Rights

Workplace Practices

The Company expects all of its Suppliers to honor the globally ratified International Labor Organization's Declaration of Fundamental Principles and Rights at Work which we support, and which ensures the implementation of advanced human rights practices. In addition, We expect our Suppliers to honor, in all material respects, the Universal Declaration of Human Rights, as well as all applicable work and labor-related laws in the countries where we operate.

The Company prohibits forced and child labor practices¹, expect its Suppliers to show respect for their employees and treat them with dignity, and according to decent and fair practices.

The Company expects its Suppliers to observe the laws and regulations relating to the health and safety of their employees. This includes the requirement that the Suppliers will have effective safety programs in place regarding emergency preparedness, chemical, physical and biological agent exposure, ergonomics and incident reporting and investigation.

The Company expects its Suppliers to compensate their employees in accordance with applicable laws and regulations, to provide a formal grievance mechanism for employees with concerns about their rights or benefits, and to encourage diversity and to avoid discrimination in the workplace.

Finally, The Company expects its Suppliers to recognize their employees' rights to join or refuse to join labor unions or associations and to engage in collective bargaining, as permitted by the law.

Responsible Sourcing and Supply

The Company aims to source all the materials used in our supply chain for the manufacture of its products in a way that upholds human rights, for example, taking in to account the rights of indigenous peoples in extractive industries for metals and elements used in our products.

The Company expects its Suppliers to engage in responsible sourcing practices, using verified sources where possible. Consistent with the Code, and its Human Rights and Labor Standards Policy, the Company has established a detailed Conflict Minerals Policy addressing the human rights and environmental issues connected with the mining and trading of tantalum, tin, tungsten and gold, which are used in the electronics industry supply chain.

Environment

Obtaining Necessary Permits and Observing Reporting Requirements

The Company expects its relevant Suppliers to obtain and comply with all relevant environmental permits, approvals and registrations and encourages Supplier to adopt a framework for environmental management practices , such as ISO 14001.

The Company expects all of its Suppliers to comply with all relevant legal and regulatory requirements such as the European Union's Restrictions of Hazardous Substance (RoHS) Directive, which requires the Suppliers to conduct routine product material testing and submit a declaration of compliance with the RoHS. The Company reserves the right to audit its Suppliers to evaluate products compliance with its specifications.

The Company expects its relevant Suppliers to be committed to and comply with the Waste Electrical and Electronic Equipment (WEEE) directive and, by request, provide recycling information for all new equipment on the market in Europe after August 13, 2005, and to comply with the European Community's REACH Regulation (EC 1907/2006) with regards to the Registration, Evaluation, Authorization and Restriction of Chemicals.

Implementation of Environmental Policies

Suppliers are expected to conduct their operations in a sustainable manner, conserve natural resources and strive to minimize their environmental impact. The Company might require from its relevant manufacturing Suppliers documented environmental policies, which should include a commitment to environmental protection and compliance with environmental legislation and define procedures and standards for managing

¹ A "child" is any person who is younger than (i) 15 years old (or 14 where the law of the country permits); (ii) the minimum age for completing compulsory education in the country of employment; or (iii) the minimum age for employment in that country, whichever is the highest.

issues ,such as the use of hazardous substances, waste and recycling, air pollution, energy and water consumption and product life cycle assessment. Suppliers are also encouraged to manage and report their greenhouse gas emissions in global disclosure systems and to extend these requirements to their own suppliers and throughout their entire value chain.

Integrated Management Systems

Adherence to Our Integrated Management System Policy

The Company expects all relevant Suppliers to adhere, in all material respects, to the Company's policy for Quality, Environment, Health, Safety, Information and Supply Chain Security Management (known collectively as the "Integrated Management System Policy" "IMS Policy"), and all regulatory and reporting requirements and expectations detailed therein.

Identify and Assign Relevant Roles for Management

The Company expects all of its relevant Suppliers to identify and assign relevant roles with regards to ensuring the implementation of various management systems and programs.

Assessment and Management of Risks

In line with the abovementioned policies, the Company expects its relevant Suppliers to have adequate processes in place for identifying environmental, health and safety, labor, human rights, ethics and corporate governance-related risks that may be associated with their operations and the products and/or services that they provide the Company. The Company expects such Suppliers to have adequate procedures and controls in place for managing such risks and ensuring regulatory compliance.

Maintaining Documentation and Records

The Company expects its Suppliers to main adequate records and documentation of their business dealings as they pertain to their business dealings with the Company.

Violations of the Code, Reporting

The Company may verify a Supplier compliance with this Code by performing auditing or other assessment of its Suppliers facilities, records and business process. Failure by a Suppliers to comply with this Code, or any applicable laws and regulations, and any additional requirements set forth by the Company, may result in the termination of the agreement/engagement with the Company as a Supplier.

Suppliers may report suspected violations, grievances or questions with regards to this Code or any of the Company's other relevant policies to Radware's General Counsel: Mr. Gadi Meroz at: GadiMe@Radware.com .

Changes and Updated

The Company reserves the right to make any necessary changes and/or updated to this Code.