CHECK POINT
ESG REPORT 2022

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LETTER FROM OUR CEO

I AM PROUD TO PRESENT YOU WITH CHECK POINT'S FIRST ESG REPORT, EMPHASIZING OUR PROFOUND COMMITMENT TO MAKING THE WORLD A SAFER AND BETTER PLACE FOR ALL.

Since the company's incorporation to the present day, our mission has been clear: to allow everyone to safely enjoy the benefits of digital connectivity by providing the best security. Our commitment to this mission has been strengthened by our core values: striving for excellence in everything we do, being the best possible partner for our employees, customers, and business partners, and doing our utmost to protect our shared environments.

We take great pride in the company we've built and the hundreds of millions of individuals we protect from cyber threats each moment of every day. We work tirelessly to foresee threat actors' next steps and develop robust technologies to counter these and keep our customers safe.

However, our commitment doesn't stop at providing excellent cybersecurity solutions. We are also committed to being a responsible employer and enterprise, serving not just our employees, but society as a whole.

As a global company, we understand the importance of inclusivity and representation across our teams. The success of Check Point rests on the shoulders of the dedicated women and men who work here. It's a point of pride that women constitute 44% of our top leadership team and oversee 78% of our workforce. We've worked diligently over the years to promote diversity within Check Point, striving to make every team member feel valued and at home. We're grateful to our employees for making us an 'Employer of Choice', recognized within our industry for our unwavering commitment to our workforce. We will continue to prioritize helping all our employees make Check Point their professional home in the years ahead.

In this report, you'll find a reflection of what we've achieved so far, as well as a glimpse of our future plans. ESG is of paramount importance to us, and we're taking definitive steps to continuously improve. From committing to achieving carbon neutrality by 2040, to extending cyber education programs to eager learners worldwide, these actions and many more embody what I believe to be the essence of Check Point - making the world safer while also making it better.

I encourage you to read our plans and share your feedback on how we can collaborate to attain our shared objectives. This journey is a collective one, and we invite you to join us on this path.

Sincerely,
Gil Shwed
Founder & CEO

ABOUT THE COMPANY

Check Point Software Technologies Ltd. (Check Point) is a leading provider of cyber security solutions to corporate enterprises and governments globally. Check Point's Infinity portfolio of solutions protects enterprises and public organizations from 5th generation cyber-attacks with an industry leading catch rate of malware, ransomware, and other threats. Infinity comprises four core pillars delivering uncompromised security and generation V threat prevention across enterprise environments: Check Point Harmony, for remote users; Check Point CloudGuard, to automatically secure clouds; Check Point Quantum, to protect network perimeters and datacenters, all controlled by the industry's most comprehensive, intuitive unified security management; and Check Point Horizon, a prevention-first security operations suite. Check Point protects over 100,000 organizations of all sizes. The company was co-founded 30 years ago ,inter alia, by CEO Gil Shwed, who is recognized as the inventor of the modern firewall. In 2018 Gil Shwed was awarded the Israel Prize in Technology and Innovation, Israel's most prestigious prize in the technology category. Since then, Check Point has grown to

THE COMPANY HAS

30 years of expertise

CHECK POINT PROTECTS OVER

100,000 organizations

be one of the largest pure-play security vendors globally and provides industry-leading solutions to proactively prevent and protect customers from all types of cyberattacks.
Four guiding principles are at the core of everything we do: **prevention-first, gold standard management, a consolidated architecture** and the **largest partner ecosystem** which together protect against the latest 5th and 6th Generation cyberattacks.

CHECK POINT AT A GLANCE

FOUNDED

1993

EXPERTISE

30 yrs

TRADED ON NASDAQ

Since
1996 CHKP

U.S. HEADQUARTERS

San Carlos, California

INTERNATIONAL HEADQUARTERS

Tel Aviv, Israel

COUNTRIES

88+

EMPLOYEES

6,220 worldwide*

CUSTOMERS

100 K+

REVENUES 2022

$2.33 B

Trusted by **fortune 500** companies

INTERNATIONAL OFFICES

74

PATENTS

103 issued patents in the US and in other regions

21 pending patent applications worldwide supporting the world's most advanced security technology

*Including full-time employees, part-time employees and contractors

5

2022 AWARDS AND RECOGNITION

In 2022, we received numerous awards and recognition from leading institutions.
A full list of our awards and recognition over the years can be found here.

FORRESTER

Check Point Named a Leader in The Forrester Wave:
Enterprise Firewalls, Q4 2022

Forrester Tech Tide Zero Trust Threat Prevention Q4 2022

The Security Analytics Platform Landscape Q3 2022

Forrester Wave Endpoint Detection And Response Providers, Q2 2022

Forrester Wave Cloud Workload Security (2019-2022)

GIGAOM

GIGAOM Radar Cloud Security Posture Management (CSPM)

GIGAOM Radar Secure Service Access (SSA)

FROST & SULLIVAN

Global Cloud-native Application Protection Platform
(CNAPP) Growth Opportunities 2022

OMDIA

Omdia Market RADAR Mobile Security Management Solutions 2022

2022 ESG HIGHLIGHTS

ENVIRONMENT

Carbon Neutral commitment by

2040

Global emissions analysis across **Scopes 1 & 2**

Established our Environmental Policy

SOCIAL

44%
of top leadership positions are held by females*

Equal Pay Report shows **no pay gaps** between women and men in our international headquarters

Recognized by Globes and Statistica as the **Most Trusted Cybersecurity Company** in Israel in 2023

78%
of our employees are overseen by female leadership

Recognized by Forbes as **World's Leading Cybersecurity Employer** for 3 years in a row (2020, 2021, 2022)

Recognized by BDi Code as 3rd in the **100 Best Companies to Work For** in Israel in 2023

*As of the publishing of this report

GOVERNANCE

Our entire board of directors is independent with the exception of Gil Shwed, founder and CEO

100%
of our main original design manufactures (ODM) signed our Supply Chain Code of Conduct

100%
employees trained on **code of ethics, GDPR and anti-bribery***

*of the applicable employees

OUR ESG
APPROACH

OUR ESG APPROACH

As a leader in the cyber security sector, we at Check Point are committed to staying at the forefront of industry trends and issues. To ensure that we are addressing the most pressing concerns of our stakeholders, we have conducted a thorough materiality assessment to evaluate the impact of our operations across environmental, social and governance factors. Our assessment included an industry-wide benchmark analysis, a review of our corporate values, and adherence to leading ESG reporting standards such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB), as well as the United Nations' Sustainable Development Goals (UNSDG). Additionally, we received input and feedback from stakeholders through internal interviews and other mechanisms. Our ESG framework is outlined on the next page, including our material topics, commitment, targets and alignment with the UNSDG.

ESG OVERSIGHT

Our ESG strategy and progress is regularly reviewed to ensure our full commitment and active engagement across the company. Our ESG oversight includes:

Board of Directors

The 'Nominating, Sustainability and Corporate Governance Committee' comprised entirely of independent directors, reviews ESG strategy and progress on an as needed basis.

ESG Committee

Our ESG committee is composed of our Chief Financial Officer (CFO), Vice President of Human Resources, Head of Operations, General Counsel, Head of Logistics and Communications and Public Collaborations Manager. Additional participants are added to meetings per need. The committee meets on a quarterly basis and more often when required.
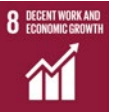
STAKEHOLDER ENGAGEMENT

Each of our stakeholders play an important role in Check Point's success. With this understanding in mind, Check Point engages with stakeholders to fully understand their needs and ensure a mutually beneficial relationship.

Through fostering our connection with our suppliers, clients, shareholders, employees, local communities, and other stakeholders, we strive to build trust and continue improving our solutions to best suit our stakeholder needs.

OUR ESG FRAMEWORK

	MATERIAL TOPICS	OUR COMMITMENT
DIGITAL RESILIENCE	• Securing Digital Infrastructure • Cybersecurity Education	Protecting organizations from the most imminent cyber threats across the ever-evolving digital world, while promoting critical cyber security literacy for all.
ENVIRONMENTAL	• Climate Change	Protecting the planet alongside the digital world through identifying, tracking and managing our environmental impacts of our office operations, products and supply-chain.
SOCIAL	• Diversity and Inclusion • Employee Development and Well-being • Volunteering and Charitable Giving	Building an inclusive, equitable, and diverse workforce that supports our employee's well-being and empowers them to reach their full potential through continuous growth and learning. We believe in giving-back and integrate supporting the wider cyber security community and our local community into our business culture.
GOVERNANCE	• Corporate Governance • Ethical Business Conduct • Information Security and Data Privacy	Fostering ethical business practices throughout all levels of our organization through maintaining high standards, policy disclosure and ensuring these standards across stakeholders.

OUR ESG TARGETS AND COMMITMENTS

ENVIRONMENT

Develop a plan in

2023

to reduce scope 2 emissions **by investing in cleaner energy solutions to power our offices**

Improve the energy performance of future generation products

SOCIAL

Develop a plan in

2023

to increase the representation of diverse groups within our workforce by focusing on hiring practices, retention and development of female and underrepresented employees

GOVERNANCE

Achieve

30%

gender representation among our board members by the end of 2024

Ensure awareness and knowledge of our employees on ethical practices, data privacy and industry standards through ongoing training and maintain **100% annual employee completion rate on relevant trainings**
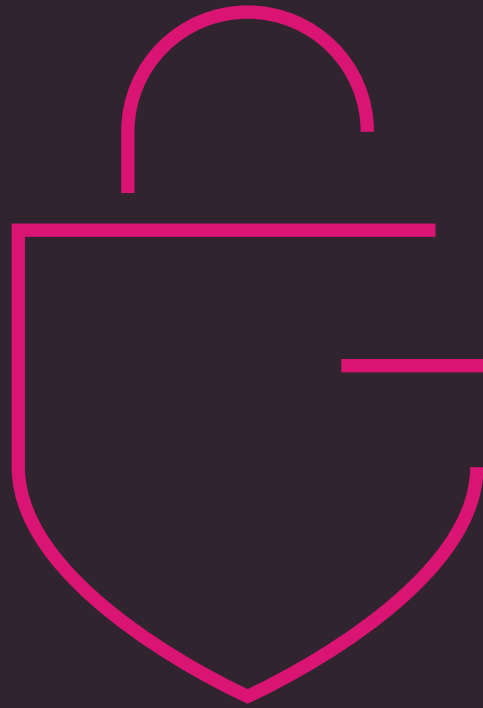
MAKING THE WORLD
A SAFER PLACE

MAKING THE WORLD A SAFER PLACE

DIGITAL RESILIENCE

MATERIAL TOPICS
- Securing Digital Infrastructure
- Cybersecurity Education

OUR COMMITMENT

Protecting organizations from the most imminent cyber threats across the ever-evolving digital world, while promoting critical cyber security literacy for all.

THE CYBER SECURITY THREAT LANDSCAPE

In our data-rich society, where digital interfaces are deeply embedded into every aspect of our personal and work lives, cyberattacks pose an unrelenting threat to individuals, businesses, governments, and the global economic ecosystems as a whole.

Global cyberattacks increased by 28 percent in the third quarter of 2022 compared to same period in 2021, and the average weekly attacks per organization worldwide reached over 1,130*. These trends in the threat landscape show no signs of slowing down and are being further exacerbated and influenced by a wide array of changing dynamics and evolving technologies including;

Generative artificial intelligence (AI)

has undergone dramatic advancements leading to their widespread availability to the public during 2022. As the technology can generate professional text (code included) quickly on demand, it has the potential to alter the cyber security as threat actors can use AI for malicious actions and crimes.

Hybrid working models

continue to be exploited by cyber criminals and state-linked threat actors as businesses continue to shift to decentralized workforces.

Hacktivist operations

which until recently were marked by a spirit of anarchy, have been inspired by state-run cyber campaigns to improve their level of organization and management. This has resulted in more potent and destructive operations affecting not only regional and national conflicts, but also major corporations.

No respite from ransomware

was the leading threat to organizations in the first half of 2022, and the ransomware ecosystem will continue to evolve and grow with smaller, more agile criminal groups forming to evade law enforcement.

* Taken from Check Point Research 2023 Cyber Security Report

GLOBAL AVERAGE OF WEEKLY ATTACKS

per organization by industry in 2022 (% change from 2021)

Industry	Attacks
Education/Research	2314 (+43%)
Government/Military	1661 (+46%)
Healthcare	1463 (+74%)
Communications	1380 (+27%)
ISP/MSP	1372 (+28%)
Finance/Banking	1131 (+52%)
Utilities	1101 (+48%)
Insurance/Legal	957 (+47%)
Manufacturing	950 (+36%)
Leisure/Hospitality	943 (+60%)
SI/VAR/Distributor	904 (+18%)
Retail/Wholesale	871 (+66%)
Transportation	750 (+41%)
Software vendor	747 (+41%)
Consultant	689 (+19%)
Hardware vendor	448 (+25%)

* Taken from Check Point Research 2023 Cyber Security Report

SECURING THE FUTURE: THE IMPORTANCE OF CYBER SECURITY RESILIENCE

Cybersecurity resilience is of paramount importance in today's digital landscape. It plays a crucial role in reducing financial risk, protecting privacy and personal data, promoting safe access to the internet, and enhancing stakeholder relationships.

Data breaches

can result in significant financial losses for organizations. By implementing robust security measures, organizations can proactively protect themselves from cyberattacks and prevent potential cybercrimes, thereby mitigating financial risks.

Protecting privacy and personal data

is essential for building trust with stakeholders. Data breaches not only create financial risks but also erode stakeholder trust. Safeguarding sensitive information ensures organizations maintain the trust and confidence of their stakeholders.

Promoting safe access to the internet

is crucial as the internet is deeply ingrained in our daily activities. Thorough cybersecurity training for individuals of all ages is essential to protect them from the various dangers present online. Solutions provided by Check Point contribute to building and promoting a safe internet environment for everyone.

Enhancing stakeholder relationships

is vital for organizations. Clients, investors, and regulatory agencies place a high value on organizations that prioritize cybersecurity. By implementing robust cybersecurity strategies and leveraging Check Point's solutions, organizations can build trust, meet compliance requirements, and strengthen their relationships with stakeholders.

> Attacks on critical infrastructure will continue to increase with threat actors becoming more shameless, though they will be more difficult to conduct and require special tools. Key sectors such as energy, telecommunications and healthcare are targeted because they have so much to lose and are more likely to pay. Though attacks on the education sector are random, attacks will continue because of how the networks are built. "

Maya Horowitz - VP Research at Check Point Software Technologies

SECURING IT INFRASTRUCTURE

THE CHECK POINT ETHOS: PREVENTION-FIRST

Our market vision, "You Deserve the Best Security," focuses on a unique "Prevention First" approach, ensuring organizations can prevent most attacks across all vectors without compromising business flow and user productivity.

Our **"3Cs of Optimum Security"** guide the deployment of a cybersecurity architecture that prevents attacks before any damage occurs:

- **Comprehensive:** A prevention-first security architecture covering all attack vectors, from code to cloud, networks, users, email, and IoT, is essential for defending against evolving threats.

- **Consolidated:** A consolidated architecture streamlines security operations, enhances effectiveness, and saves budget by eliminating the need for multiple, siloed solutions.

- **Collaborative:** All solutions and products must work together to respond collaboratively to any threat, ensuring real-time threat intelligence is shared across the environment for immediate preventive action.

This prevention-first approach is powered by ThreatCloud AI, the brain behind all of Check Point's products. ThreatCloud combines the latest AI technologies with big data threat intelligence to prevent the most advanced attacks while reducing false positives, keeping businesses safe and productive. It aggregates and analyzes big data telemetry and millions of Indicators of compromise (IoCs) every day, fed by 150,000 connected networks and millions of endpoint devices, as well as Check Point Research (CPR) and dozens of external feeds. This intelligence on newly revealed threats and protections is updated in real-time across Check Point's entire security stack.
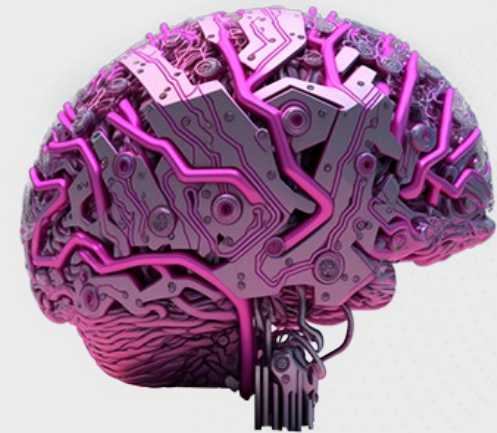
ThreatCloud AI Makes
2 Billion Security Decisions Every Day And **Prevents 2.5 Billion** attacks every year!

OUR SOLUTIONS

After 30 years of innovation and as the founders of the modern firewall, we have finely tuned our "prevention-first" market approach, with our record-breaking platforms having been proven to block malicious malware and phishing attempts with near perfect precision.

Our platforms have been proven to block malicious malware and phishing attempts with near perfect precision. An example analysis by Miercom of Check Point's prevention rate can be found **here.**

Check Point Infinity Security Architecture delivers the world's leading advanced threat prevention to networks, endpoints, cloud, and mobile environments. Infinity brings together the threat prevention and security features of the whole Check Point solution suite in a single consolidate architecture designed to defeat today's 5th generation mega cyberattacks that assault organizations through multiple vectors.
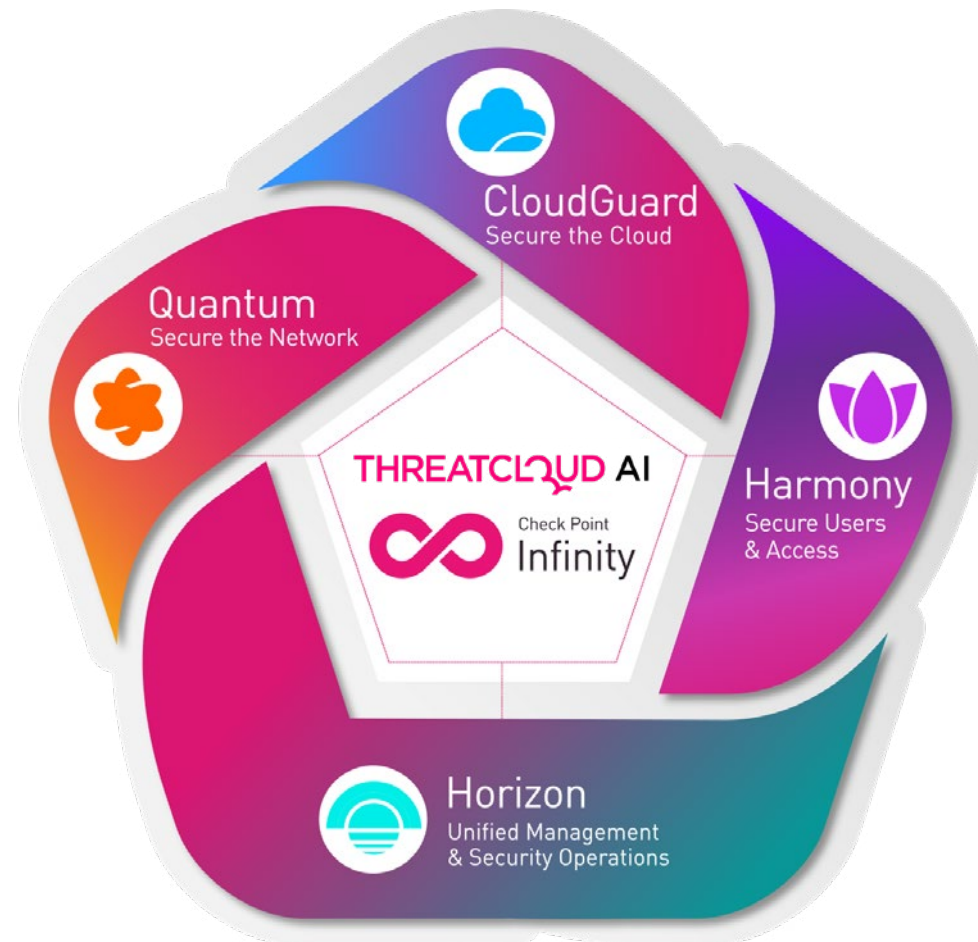
Check Point Quantum	**Check Point** CloudGuard	**Check Point** Harmony	**Check Point** Horizon
Protects your enterprise network and datacenter with superior security gateways and highest-caliber threat prevention.	Secures the cloud with a unified cloud native security platform powered by contextual AI.	Unified security solution for users, devices and access. Highest levels of security for remote workforce.	Improve defenses and prevent future attacks. Provides comprehensive threat prevention across networks, endpoints, emails and cloud, powered collaborative, intelligent AI correlation.

Quantum
- Hybrid Data Center
- SD-WAN Security
- Zero Trust Security
- IoT Security

CloudGuard
- Cloud Threat Prevention
- Cloud Security Posture Management
- Web Application & API Security
- Workload Protection (containers & serverless)
- Cloud Intelligence & Threat Hunting

Harmony
- Endpoint Security
- Clientless Connectivity
- VPN Remote Access
- Secure Email
- Secure Internet Browsing
- Secure Mobile Phones

Horizon
- Managed Detection & Response
- Extended Detection & Response
- Events Management

CHECK POINT RESEARCH TEAM (CPR)

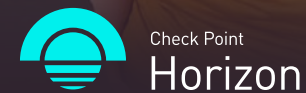Check Point Research (CPR) provides leading cyber threat intelligence to Check Point Software customers and the greater intelligence community. The research team consists of over 150 analysts and researchers cooperating with other security vendors, law enforcement and various CERTs. The team has developed their own machine learning modules, anomaly detection, reverse engineering and campaign hunting techniques that all assist in staying ahead of hackers and the latest cyber threats.

Check Point Research releases numerous useful resources and publications including the CPR Podcast, Intelligence Reports, including their annual Cyber Security Report, weekly threat intelligence reports and additional resources which can all be accessed online. You can also follow all their latest research on Twitter.

For more information click here

INCIDENT RESPONSE SERVICES

Check Point's Incident Response Services are available 24/7/365 and provide prompt security incident handling. With a single hotline phone call, our team rushes into action. We help contain the threat, minimize its impact, and ensure your business can continue running smoothly.

By leveraging Check Point's Incident Response Services, organizations can benefit from our expertise and experience in managing and mitigating cybersecurity incidents.

For more information click here.

3,000+
incidents handled every year

ACCELERATING CYBER SECURITY INNOVATION AND GROWTH

The rapidly evolving nature of cyber security means innovation is key. Cyber attacks continue to evolve at an ever-increasing pace. Threats have become more sophisticated and dangerous compared to just a few years ago. Relying solely on traditional detection engines leaves organizations exposed to incredibly damaging attacks. Organizations, therefore, face an urgent need to continually ramp up and improve their cybersecurity.

FROST & SULLIVAN

Global Cloud-Native Application Protection Platform (CNAPP) Growth Opportunities **2022**
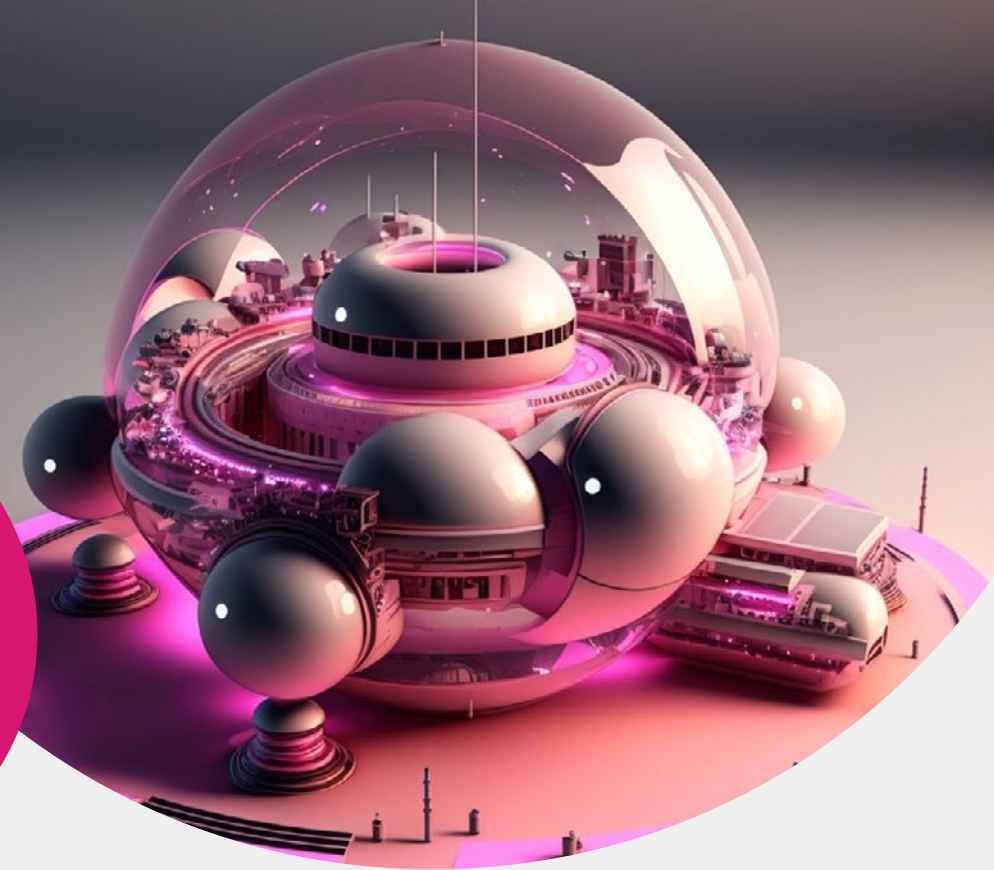
Check Point has been awarded for its leadership in innovation and R&D in the Frost Radar™ Global Cloud Native Application Protection Platform (CNAPP)

At Check Point, we are committed to driving cybersecurity innovation and fostering growth in the ever-evolving digital landscape. With a focus on leveraging cutting-edge technologies, including **artificial intelligence (AI)**, we continuously push the boundaries of what is possible in the realm of cybersecurity.

2023 Innovative Products:

- Infinity Global Services: End-to-End Cyber Resilience
- Enhances cybersecurity practices and controls, prevents advanced cyber threats and offsets the cyber security skills gap.

- Infinity Spark: Advanced threat prevention, integrated connectivity, and unified security management for small businesses
- Quantum SD-WAN: A complete SAS solution with enhanced SD-WAN connectivity
- Horizon XDR: Collaborative AI correlation with optimized prevention-first approach for known and zero-day threats across email, cloud, networks, and endpoints
- CloudGuard CNAPP: Providing more context and smarter prevention in a comprehensive cloud native application protection platform

THE START-UP ECOSYSTEM

We are always looking for the best new innovations in the ecosystem that address specific areas and are proud to have made **9 highly strategic acquisitions** in just the last 7 years to accelerate innovation, growth and protection.

Our culture of innovation leaves a lasting influence on our employees. Our alumni have gone on to found **50+** cyber companies creating a hotbed of cyber security innovation.

CYBER EDUCATION & AWARENESS

Strong cyber education is key to prevention and digital resilience.

SOLVING THE CYBER-SECURITY SKILLS SHORTAGE

Check Point is helping to address the global cyber-skills shortage through a range of free education initiatives that help to train the next generation of cyber-warriors via leading educational establishments worldwide, and through innovations such as Infinity Global Services which deliver end-to-end cyber security service offerings

LANDSCAPES

The 2023 Cybersecurity Workforce Study by (ISC)2 revealed that the number of unfilled cyber security roles now stands at 3.4 million professionals globally – the highest number the organization has ever recorded. Even though cyber security solutions are getting smarter and more integrated, hackers are getting smarter and using more advanced tools too. With the number of attacks globally increasing sharply, this shortage of cyber professionals needs to be addressed quickly, or the battle against cybercrime will quickly become one-sided.

CHECK POINT'S APPROACH

We seek to educate our employees, partners, customers, and the public through a wide range of platforms tailored to each community's needs. We develop the best-in-class content and use innovative technologies to help create the most engaging and meaningful learning experiences

Our delivery methods are vast and varied. When content is shared through the most effective training delivery methods, it can be better absorbed, retained, and implemented by learners. We provide a variety of learning types and techniques. Users can choose from instructor led learning to self-learning with everything in-between (blended learning, hybrid learning and more).
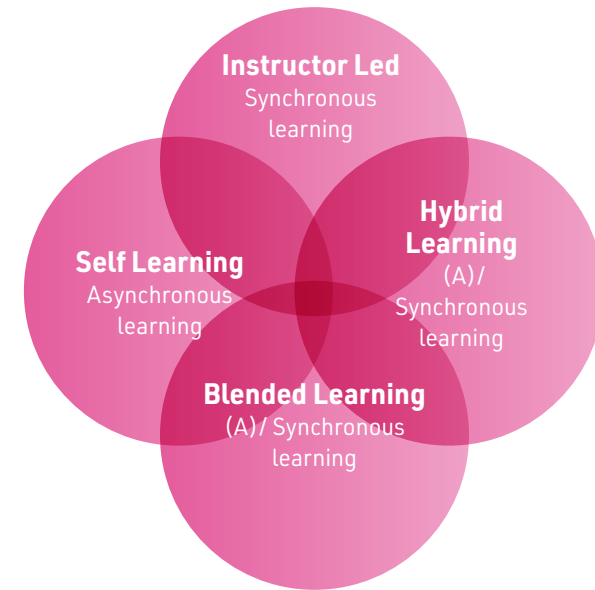
150,000
trainees in cybersecurity in 2022

Check Point MIND is designed to help make cybersecurity knowledge and skills accessible to all by equipping anyone from students to executives with the tools they need to help meet the global demand for trained professionals. According to non-profit organization (ISC)2, the global cybersecurity workforce gap increased by 26.2% in 2022 when compared with the previous year, with 3.4 million more workers needed to secure assets effectively.

Check Point SECUREACADEMY™

One standout program within Check Point Mind is the **SecureAcademy**, which provides worldwide education to university students through partnerships with leading higher learning institutions including New York University, Israel Institute of Technology, Singapore Polytechnic and the London Metropolitan University. **To date, Check Point has worked with more than 145 universities and 3,500 students.**

Check Point Software offers the SecureAcademy instructor training courseware, instructor certification, software licenses and marketing

support completely free of charge. Students who pass the certification exam upon completion will be extended an interview opportunity for employment at Check Point Software global offices or its network of more than 5000 affiliate organizations. To date, SecureAcademy have over 145 partners, operating in 60 countries around the world, growing student enrolment by 168% in 2022 (from 2021) and a 144% growth in the number of active institutions signed up in the Secure Academy Program in the last year.

Check Point Infinity GLOBAL SERVICES

Check Point has also introduced Infinity Global Services, an all-encompassing security solution that enables organizations of all sizes to fortify their systems, from cloud to network to endpoint. The new services expand Check Point's end-to-end security services across thirty areas, empowering organizations to build and enhance their cybersecurity practices and controls.

145
UNIVERSITIES

3,500
STUDENTS

CHECK POINT CYBER CENTER

Based in the Tel Aviv headquarters, the Cyber Center is a first-of-its-kind education hub aimed to raise awareness to the importance of cyber security to all parts of society.

The center features videos and exhibitions that educate attendees on the history and basics of cyber security, while providing practical tips for preventing cyberattacks. The Center was launched in 2023 with over 100 dignitaries, including the President of Israel, who praised Check Point for "playing such a crucial role in protecting the world and keeping it safe." Stating "Your contribution to the tech industry is unmatched."

The Cyber Center is free to attend and aims to host thousands of visitors yearly – including students, dignitaries, business delegations, public officials as well as our employees and their families.

CHECK POINT LEADERSHIP AT THE WORLD ECONOMIC FORUM

As a member of the World Economic Forum, Check Point helps lead and form alliances within the groups. We participate in leadership groups such as the Centre for Cybersecurity, the Centre for the New Economy and Society, and the Future of the Connected World. Through our alliances, we collaborate with business and government leaders to lead the global response to address systemic cyber security challenges and improve digital trust and help shape prosperous, resilient, and equitable economics and societies that create opportunity for all. Our goal is to strengthen global governance and innovation of IoT and related technologies to maximize the positive benefits, and minimize harm, for all of society. Through these initiatives and more, we continue to contribute to research reports, speak at events, and write articles to further the conversation.

Check Point CHECKMATES

Check Point helps cyber security beginners understand complex concepts, tools and terminology through our global community: CheckMates. The CheckMates platform is a comprehensive community of members from a range of backgrounds including Check Point experts, customers, users and developers.

The free-of-charge community enables visitors to interact with Check Point developers and colleagues, seek and share advice, and opinions, find and register for local events, obtain training certifications and more. By providing CheckMates website in 7 languages including English, Spanish, Japanese and Chinese, the platform is accessible for a diverse international community to learn about cyber security.

SUPPORTING THE NEXT GENERATION OF CYBERSECURITY PROFESSIONALS

Check Point values the development of local innovations, high-tech and research in the field of information and cybersecurity. Through these values, we collaborate with start-up accelerators, incubators, institutions and academic organizations:

The Check Point Institute for Information Security (CPIIS) – CPIIS aims to promote research in the field of information and cybersecurity, including inter-disciplinary and in-depth research in various disciplines. The institute highlights collaboration between academia and industry, to promote comprehensive and effective research. The activities supported through Check Point's on-going grant include:

• Supporting research projects
• Providing post-doctoral fellowships
• Providing stipends for graduate students
• Providing a laboratory environment
  for experimental research
• Organizing workshops and symposia

The Tel Aviv-Jaffa Science Education Center – Check Point collaborated with the Tel Aviv Foundation to establish the first center in Jaffa, Israel to train over 300 8th-9th grade students from underrepresented communities of Tel Aviv-Jaffa for higher science education.

Check Point's building at Tel-Aviv University – The innovative building in the center of the Tel-Aviv University campus, which was donated by Check Point and completed in 2019, serves as the Computer Science Faculty and the Tel Aviv University for Youth.

ENVIRONMENT

OUR CLIMATE APPROACH

ENVIRONMENTAL

MATERIAL TOPICS

• Climate Change

OUR COMMITMENT

Protecting the planet alongside the digital world through identifying, tracking and managing our environmental impacts of our office operations, products and supply-chain.

At Check Point we are deeply committed to the protection of the planet alongside the digital world, and strive to guard the environment by reducing our resource intensity in our offices and across our supply chain.

As the climate crisis becomes more urgent, we understand the need for all organizations and businesses to join global efforts to mitigate the effect of climate change.
Check Point works to identify, track and manage environmental impacts in all areas of its business.
In 2022, we published our Environmental Policy online which outlines our commitment to protecting the planet and contribute to the goals set out in the Paris Agreement. We created an environmental approach that encompasses environmental governance and compliance and seeks to create sustainable solutions across our offices facilities globally and supply chain

We are proud to join the global action for mitigating the climate crisis and doing our part to contribute to the goals set out in the Paris Agreement, by committing to achieve carbon neutrality by 2040.

Adopt Environmental Practices

Standards and policies across our operations

Develop Products and Services

with minimal environmental impact throughout all phases of supply chain

Assess our Performance

and maintain transparent communication

PRODUCT SUSTAINABILITY

We are aware that our hardware products, related services, and facilities impact the environment. In this context, **our continuous focus and efforts are made to research and develop eco-friendly solutions that prioritize high quality, top performance and cost effectiveness.**

Raw material is sourced only from reliable manufacturers and vendors.**Check Point defines its product's energy efficiencyas a top priority during the design stage for all new products.** We base our requirements on established standards including 80-PLUS for power supplies and/or Energy Standard ECMA 393 in system level and power adapters efficiency level VI. Check Point hardware is designed for the highest performance. Our latest line of products performs at a high energy efficiency level, helping our customers to reduce their electricity consumption and related GHG footprint. In all of Check Point's hardware security appliances, thermal management, and power solutions are significant pillars that are carefully considered in order to obtain best optimized Watt/Gbps'.

We are committed to improve the energy performance of future generation products

RESPONSIBLE SUPPLY CHAIN

Sustainable practices are not just limited to our product design but also integrated throughout our supply chain. We expect our suppliers to comply with binding standards that support environmental responsibility and our top main suppliers have already established formal ESG policies and practices.

We work with our current suppliers to identify environmentally conscious components that increase product lifespan and energy efficiency.

Additionally, we comply with the EU regulation RoHS II and RoHS III on the restriction of use of hazardous substances in electrical and electronic equipment.

We also comply with the EU regulation REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) to improve the protection of human health and the environment from chemical risks, in accordance with the database for information on Substances of Concern in Articles as

such or in complex objects (known as SCIP). To ensure sustainable production, consumption and responsible recycling and disposal of electrical and electronic equipment waste, we comply with the Israeli e-recycling and EU directive, WEEE (Waste Electrical and Electronic Equipment). We also ensure our main manufacturing suppliers comply with EU Packaging Directive 94/62/EG dealing with packaging and packaging waste in an environmentally friendly nature.

Outside of the EU, we ensure our main manufacturing suppliers comply with the Chinese regulation on the restriction of certain hazardous materials, known as RoHS China (officially known as the Administrative Measure on the Control of Pollution Caused by Electronic Information Products). We also adhere to the Proposition 65 standards concerning our new product models to provide warnings to California consumers on significant exposures to chemicals that cause cancer, birth defects or other reproductive harm.

In 2023 we plan to further increase our ESG oversight for our main original design manufactures (ODM) through quarterly ESG reviews. As part of this process we are also encouraging our key suppliers to comply with the requirements and standards of ISO 14064:2006 for reporting their GHG emissions. Finally, we have made a commitment to only work with new ODMs that meet our environmental screening processes.
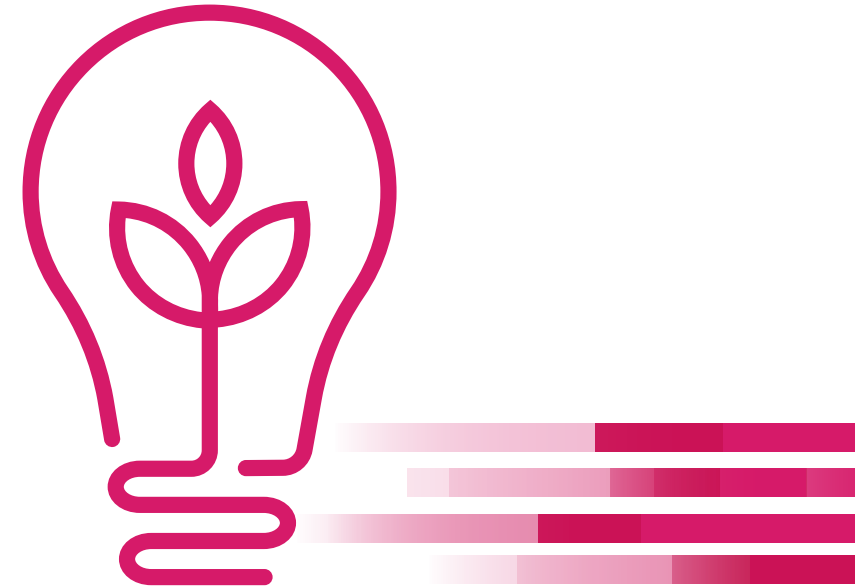
SUSTAINABLE ENVIRONMENTS

Not only do we strive to ensure sustainability across our products and supply chain, but we also integrate sustainable practices within our offices and operational facilities. As an employer, we understand that we must lead by example to encourage our employees to make environmentally friendly decisions day-to-day.

As an example, Check Point's international headquarters in Tel Aviv feature a number of notable sustainable solutions including vertical green walls, efficient sound and energy-insulated glass windows to reduce heating and cooling consumption, a recycled water system and more.

The green walls serve as the basis of our headquarters in Israel, adding organic vegetation elements to the buildings, together with our roof gardens.

We are working with experts to map our main sources of emissions and strategize a plan to reduce our overall impact, and assessing opportunities to invest in cleaner energy solutions to power our operations.

OUR SUSTAINABLE HQ - TEL AVIV

Check Point's International Headquarters building located in Tel Aviv, Israel was built according to **The Israeli Green Building Council certification**, consisting of various of energy efficiency practices. We continue to install leading efficiency features throughout the building such as smart air circulation system in the parking lots and glass walls that neutralize heat within the building to achieve high energy savings throughout our building.

OUR SUSTAINABLE INTERNATIONAL HQ INCLUDES A WIDE ARRAY OF FEATURES:

GREEN WALLS

Our international headquarters features 4,000 square meters of green walls. These walls, combined with our roof-top gardens, improve the energy-use efficiency of the building, and add organic vegetation elements to the buildings.

WATER CONSUMPTION

We monitor our water consumption and consider opportunities for the use of gray water. Our green walls and roof gardens make use of gray water from the building's HVAC systems. Additionally, we store water from rainy days to use to water the green walls.

PAPER REDUCTION

We monitor and reduce our paper use by issuing paperless certifications, licenses, technical manuals and supporting paperless infrastructure such as our transition to Docusign.

TRANSPORTATION

Our hybrid-work remote work model significantly helps reduce travel emissions. Since the transportation sector is the largest domestic contributor to climate change, we encourage our employees to use green transportation and minimize energy consumption that results from using their private vehicles.

ENERGY EFFICIENT BUILDING FEATURES

Our building features an advanced building control system designed for effective operation of the lighting and cooling system; energy efficient LED lighting across the entire building and parking lot; an efficient elavator system that work on a destination model that contributes toward energy savings.

ENERGY EFFICIENT CHILLERS

Chiller units contribute a significant percentage of our energy consumption. Therefore, we installed 30% more energy efficient chillers, resulting in substantial energy saving.

EFFICIENT POWER SUPPLY SYSTEMS

We upgraded our power supply systems to now carry a 99% rate of efficiency for uninterrupted power supply.

RECYCLING & WASTE MANAGEMENT

We apply waste reduction strategies, to promote the reuse, and recycling of electronic waste, plastic bottles, batteries, paper and cardboard.

OUR SUSTAINABLE HQ – U.S.

Check Point's U.S Headquarters in San Carlos, California is located in a highly sustainable building that has been certified as a LEED O&M Gold building and under Energy Star since 2015. The office only uses Energy Star rated equipment, and we cooperate with building management to ensure the most effective operation of the heating and air conditioning system to prevent wasted energy.

Our U.S. headquarters are in a carbon neutral building and powered by 100% renewable energy and also has the following sustainable features:

- **EV charging** stations on site
- **Advanced analytics software** to optimize energy use
- **Low flow water fixtures** with leak detection
- **Drought tolerant landscaping** and **irrigation timers** to help with water conservation
- **Free shuttle** to and from the Hillsdale Caltrain Station for our employees commuting by public transport

OUR GREENHOUSE GAS (GHG) FOOTPRINT

Reducing our GHG footprint is a key component of our sustainability strategy. To achieve this, it's crucial that we know and understand our footprint. At Check Point, we recognize this and have made tracking and measuring our carbon footprint a priority.

In 2022, we calculated our full Scope 1 and 2 for the year and initiated the process for identifying, understanding and measuring our Scope 3 in the near future. By measuring our footprint, we can make better decisions and take actions to reduce our environmental impact. We have calculated our Scope 1 and 2 GHG emissions based on the GHG Protocol for our office located around the world[1]. Additionally, we began evaluating the impact of several Scope 3 categories, including the use of sold products, purchased goods and services, business travel, upstream and downstream transportation, fuel- and energy-related activities, and waste generated in operations. We recognize establishing an in-depth understanding of our GHG inventory is an on-going process and we are dedicated to enhancing and expanding our data collection and calculation moving forward.

By identifying our carbon hotspots through our analysis, we can implement emission reductions in high impact areas. Calculating and acting on our GHG footprint allows us to determine carbon reduction opportunities that are associated with inefficiencies, leading to energy consumption reduction and cost savings.

In 2023, we intend to develop a plan in to reduce scope 2 emissions by investing in cleaner energy solutions to power our offices.

Please refer to our performance section for further details regarding our Scope 1 and 2 emissions data.
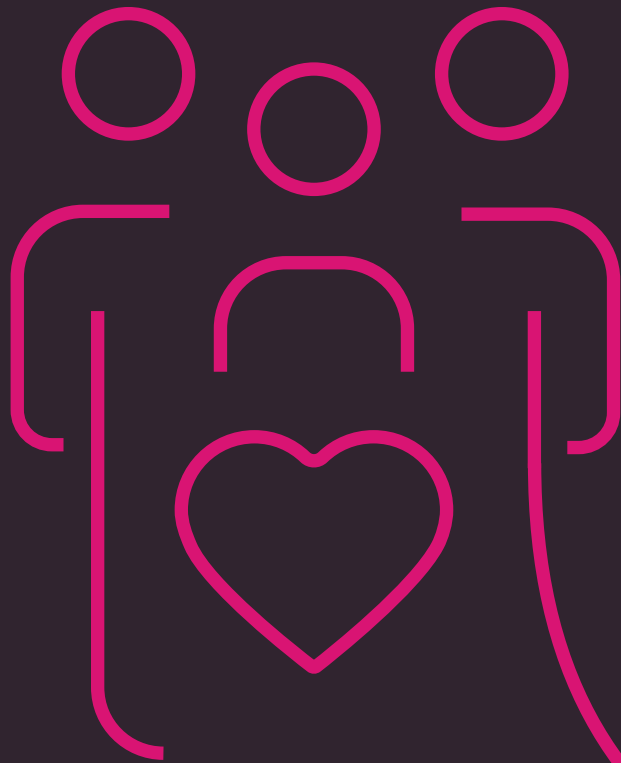
CHECK POINT PEOPLE - CARING FOR OUR EMPLOYEES

OUR PEOPLE

5 GENDER EQUALITY

MATERIAL TOPICS

- Diversity and Inclusion
- Employee Development and Well-being
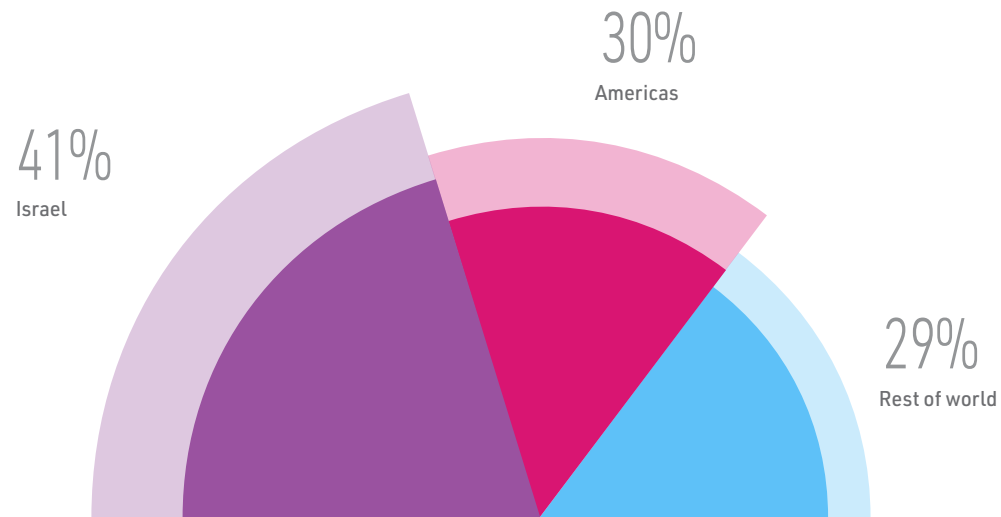- Volunteering and Charitable Giving

OUR COMMITMENT

Building an inclusive, equitable, and diverse workforce that supports our employee's well-being and empowers them to reach their full potential through continuous growth and learning. We believe in giving-back and integrate supporting the wider cyber security community and our local community into our business culture.

OUR WORKFORCE

Check Point's employees are the foundation of our company. Our workforce currently stands at 6,220* spanning across 74 offices worldwide and they are the engine of our company success and innovation. We promote a learning-centric work environment that integrates its values of honest and ethical conduct, integrity, open communication, equal opportunity and diversity.

FROM OUR LEADERSHIP:

Our company ethos is centered around organizations deserving the best security and we can only do that with the best people. We strive every day to foster a collaborative and innovative culture with a commitment to gender equality, diversity, and inclusion while positively impacting our local communities."

Yiftah Yoffe, Worldwide VP of Human Resources at Check Point Software Technologies.

Employees by region

30%
Americas

41%
Israel

29%
Rest of world

*Total employees including full-time, part-time and contractors

DIVERSITY, EQUITY AND INCLUSION

44%

of top leadership positions are held by females

responsible for overseeing

78%

of our employees

As a leading cyber security company, we are committed to nurturing a multi-cultural and diverse work environment that is inclusive, collaborative and thoughtful across our office environments, employee evaluation and hiring processes.

Diversity is an essential part of our approach, and we believe that a diverse workforce encourages a wider variety of skills, talents, and viewpoints, leading to further creativity and innovation. Our employees comprise diverse genders, colors, ages, ethnicities, religions, sexual orientations, family statuses, social origins, and people with disabilities. All of our employees are encouraged to be themselves and contribute to our culture, growth, and development. It's the combination of this diversity and uniqueness of each individual that helps us improve, develop, learn, and succeed.

SETTING THE BAR FOR
STRONG FEMALE LEADERSHIP

Since our founding, female leaders have played a significant role within our company:
We are pleased to report that 44% of top leadership positions are held by females, responsible for overseeing 78% of our employees*, which demonstrates the strong leadership and mentorship provided by our female leaders.
We believe that a diverse leadership team not only promotes equality, but also enhances the effectiveness and innovation of our organization, and we remain dedicated to promoting gender diversity at all levels of our organization.

DR. DORIT DOR

Dr. Dorit Dor, Chief Technology Officer at Check Point, has been instrumental to the organization's growth since 1995 and manages all product definition and development functions for both the enterprise and consumer divisions of the company. She is a member of the World Economic Forum Centre for Cybersecurity and was named as one of Israel's most powerful female by Forbes in 2019.

MIRYAM STEINITZ

Miryam Steinitz, Head of Global Corporate Operations, has proven expertise in a wide range of business disciplines in high-tech, including strategic planning; growth and scalability; building of new functions; and implementing new work methods and processes. In over 25 years, Miryam has held multiple leadership positions in different spheres of the company, including the Global Head of Human Resources, Global Head of Field Marketing and Director of Financial Planning and Analysis.

RUPAL HOLLENBECK

Rupal Hollenbeck is the President of Check Point, managing all go-to-market functions for the company, and previously served on the company's Board of Directors. She also serves on the Board of Directors of Blackbaud, a public company based in the US; and is committed to promoting inclusive organizations. She is a founding member of the non-profit organization Nethri.org and is a Founding LP in the Neythri Futures Fund.

NATALY KREMER

Nataly Kremer, our Chief Product Officer and Head of Research and Development, oversees all product and technology units and uses her proficiency in delivering network, security, and cloud technologies for large enterprises to meet customer needs. Nataly is a passionate advocate of women in tech and diversity and the leader of the Israeli Advanced Technology Industry's DEI committee.

*As of the publishing of this report

RECRUITING DIVERSE TALENT

We strive to recruit diverse candidates for each open position and increase our hiring percentage for minorities and underrepresented groups.

We cooperate with organizations to increase the pipeline of diverse candidates such as:

- Participating in different conferences and events to promote gender diversity in order to recruit female candidates to R&D positions (such as, She-Codes and FemaleHack)

- Establishing female mentoring programs globally.

- Promoting campaigns to increase the number of females in tech related roles

- Actively engaging with partners across the community to promote a wide range of underrepresented groups in the tech sector.

- Sponsoring and participating in WiCyS (female in cybersecurity) 2023 event as part of our ongoing efforts to recruit, retain and advance females in the industry

DIVERSITY AND CAREER DEVELOPMENT

Check Point is an equal opportunities company, as such we are proud of our initiatives developing the careers of employees within Check Point. For women we run initiatives for career development, such as **"Check Point Mentoring Program"** for developing the career of high-performing female in our teams and a leadership development program for future female leaders – a four-month program for developing future female leaders in our company. We also have a mentorship program for developing the careers of employees who are members of minority communities.

EQUITABLE PAY

We are committed to treating our employees equally in compensation and benefits. We offer competitive pay, bonuses, and stock awards to eligible employees based on individual performance and tenure. Furthermore, to ensure that we are paying our employees equally, we measure and publicly publish an equal pay report on our HQ offices in Israel that analyzes our progress and shares details of our pay to males and females in similar roles. In a report published in June 2023, based on previous year's audit and encompassing all employees based in Israel, we found for the second year in a row that there are no pay gaps between women and men in the same positions and ranks. More information regarding our efforts toward building a diverse, equitable and inclusive work environment can be found in our Workforce Diversity and Equality Statement, our Social Engagement – Our People Statement as well as on our ESG page.

DEVELOPING THE CAREERS OF OUR FEMALE EMPLOYEES IN OUR AMERICA'S OFFICES

Check Point implemented a high-performance mentoring program to develop the careers of female in our teams. Females are also encouraged to take on leadership roles through our **Females Mentoring Program** and **FIRE (Females in Roles Everywhere)** programming that includes leadership development for future managers.

ATTRACTING, DEVELOPING AND RETAINING THE BEST TALENT

As a leading provider of cyber security solutions, we understand the importance of attracting and retaining the best talent in the field in order to provide the most comprehensive and intuitive security solutions. From business to finance, marketing, engineering, and beyond, our employees challenge themselves and each other to develop, enhance, and promote award-winning solutions throughout the world in a culture of creativity and collaboration.

NEW HIRE BOOTCAMPS

Not only do we strive to hire experienced cyber security professionals, but we also invest in entry-level employees with a lot of potential to help them develop the tools necessary to succeed. **Through our New Hire Program, we provide introductory training programs ranging from orientation days all the way to comprehensive entry-level programs lasting for multiple weeks**. One example of our most exclusive program is the Check Point Security Academy (CSA), a 3-month course where cadets gain extensive knowledge and skills in cyber security. After this program, the cadets join Check Point's elite cyber research and development groups. We are proud to hire new employees with zero experience and help them grow into successful cyber security professionals.

EMPLOYEE TRAINING AND PROFESSIONAL GROWTH

Investing in the training and development of our employees, managers and groups within the company contributes both to their personal development and the growth and success of Check Point as a whole. To achieve this, **we offer more than 600 courses, in which employees can participate.**

Our investment in our employees starts from **their first day at Check Point.** Our onboarding process is designed to guide new employees through their first steps and help familiarize them with our company. Our structured training path provides new employees with the necessary knowledge and tools to succeed and connection to peers. We also provide new employees with a supportive mentor who guides them during their first few months in the new role.

Manager training is also provided for all new managers. We have dedicated resources such as individual coaching, leadership summits, and various leadership development programs for managers to ensure that they have the necessary tools to lead our employees.

In terms of professional development, we offer all our employees a variety of professional and personal learning opportunities to help our employees acquire tools, improve their soft skills, and gain new tactical industry insights. Additionally, our employees can participate in technical training around cyber

Talent retention is a core practice at Check Point, and we have invested significant resources in establishing a comprehensive internal mobility program to ensure we are growing alongside our workforce.

security trends, Check Point products and solutions, insight into leading technologies and other technical skills. We also offer specific learning to elevate our field sales employees' selling skills and provide them with practical tools to grow. We deliver the training in multiple formats (online, instructor led, conferences, etc.) to accommodate employees' various needs and preferences.

We offer all our employees a chance to explore different career opportunities within the company and manage a dedicated internal portal showing all available job listings.

More information about our Training and Development initiatives can be found in our Training and Employee Development Policy and our Social Engagement – Our People Policy.

In 2022, our employees spent an average of 10 days/year per employee in our training programs

SEMINARS & CONFERENCES

PROFESSIONAL COURSES

MENTORSHIP & COACHING

NEW HIRE PROGRAMS

MANAGERIAL & LEADERSHIP COURSES

SELF-PACED TRAINING

ORGANIZATIONAL DEVELOPMENT ACTIVITIES

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EMPLOYEE SATISFACTION AND WELLBEING

Check Point implements a variety of strategies to promote employee satisfaction and wellbeing. We offer a hybrid work model, flexible work hours, and time management courses to encourage employees to achieve a healthy work-life balance. We provide our employees with all the equipment required for their home office, from a laptop to hardware equipment and workstation furniture. Additionally, we offer a variety of stress management activities, provide ergonomic consultant for employees to design safe and productive workspaces, and offer summer programs for our employees' children.

Other employee benefits include an Employee Stock Purchase Plan for eligible employees and a comprehensive health insurance plan. In many of our offices, employees receive lunch vouchers, which can be used to order food for the office or home. Employees can also find complimentary healthy snacks, fruits, vegetables, bread and much more in our fully stocked office kitchens. In our Tel Aviv HQ, employees also receive places to charge their electric vehicles, bicycles, and scooters, and benefit from fun rooms with table games, PlayStation consoles, manicures, hair styling, and bicycle rentals Please refer to our Social Engagement Policy, Workforce Diversity and Equality Statement and Code of Ethics and Business Conduct for further details.

THE COMMUNITY TEAM

Check Point has a designated community team that focuses on improving employee satisfaction through managing and designing the employee experience. The Community Team plays a crucial role in building a workplace where employees feel valued and satisfied, and works to create a positive and engaging work environment that supports employee satisfaction, productivity and retention. The team's activities include designing engagement activities, collecting feedback, providing support, promoting positive company culture, and managing communication channels (newsletter/social media and more).
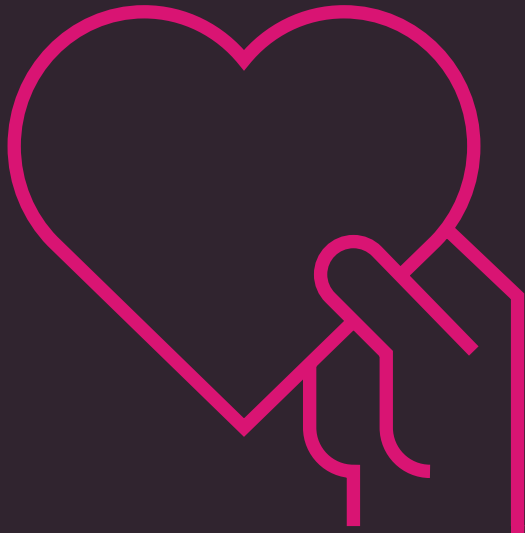
CHECK POINT PEOPLE - LOCAL COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

As part of our commitment to making the world a safer and better place, we invest in volunteering and donations activities. Check Point is actively involved in and committed to the social needs of the local communities where we live and operate.

We provide a variety of opportunities for our employees to contribute, volunteer, and make a difference in the world.

SUPPORTING THE LOCAL COMMUNITIES

Check Point is proud to support local communities in a variety of ways. Below are just a few examples of the ways we help:

- Participating and supporting the Yeholot Association programs to improve education for kids and teenagers from low social economic backgrounds
- Providing extracurricular activities for people with mental disabilities
- Promoting green environment by creating and maintaining an ecological garden for young kids from low social economic backgrounds
- Offering our facilities to non-profit organizations that require office space to meet and conduct activities

- Donating 11 wishes to the Make-A-Wish Foundation
- When tragedy struck Turkey this February, Check Point donated significant first aid to support 4,000 children, female and men, who survived the earthquake. Together with the local team, we focused on purchasing thermal clothing, sleeping bags and tents for families and are continuing our efforts to support them.

WE ARE PROUD TO SUPPORT MORE THAN 270 NGOS AND OTHER CHARITABLE ORGANIZATIONS

Check Point employees from every department are able to volunteer to be part of our two donations committees. Special consideration and funding priority are given to organizations in which Check Point employees are personally involved; direct funding of charity organizations; and contribution to organizations with diversity and inclusion, welfare, health, education and cultural causes.

More than

$3M

donated to community initiatives in 2022

Welfare

68%

Other (1%)

Diversity

3%

Environment

5%

Health

8%

Education

15%
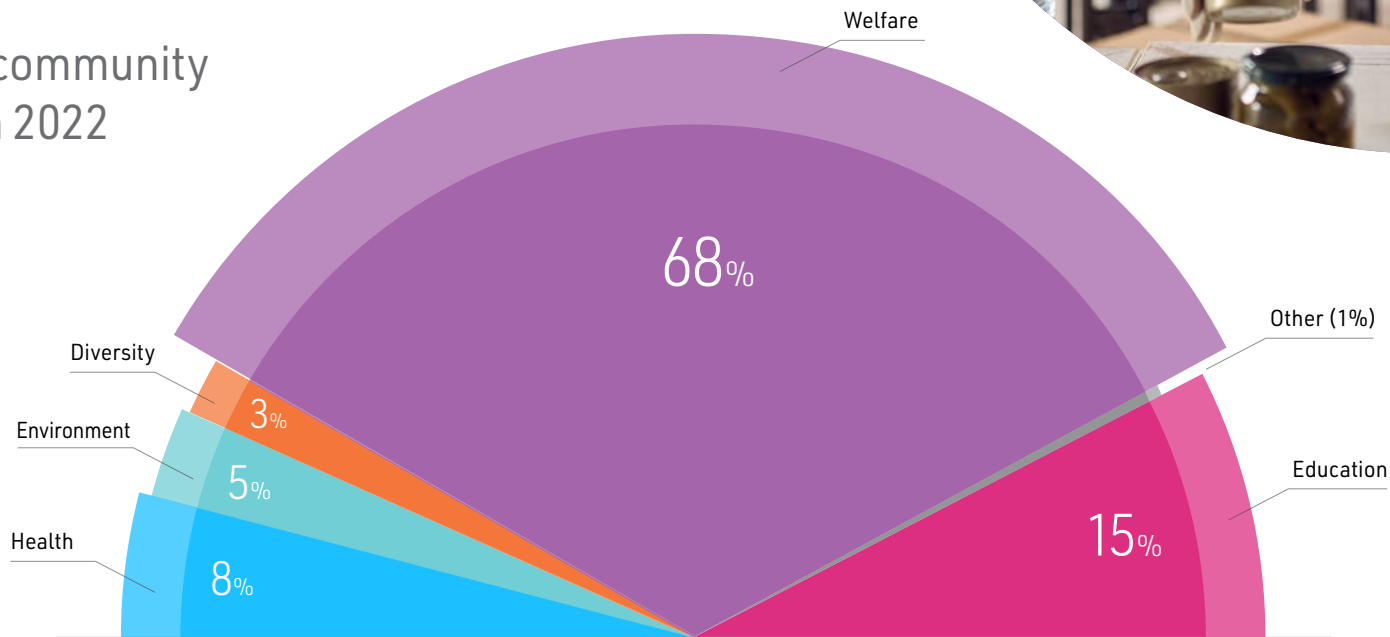
Breakdown of causes supported by the donation committee

CORPORATE GOVERNANCE

CORPORATE GOVERNANCE

GOVERNANCE

8 DECENT WORK AND ECONOMIC GROWTH

MATERIAL TOPICS

- Corporate Governance
- Ethical Business Conduct
- Information Security and Data Privacy
- ESG Transparency

OUR COMMITMENT

Fostering ethical business practices throughout all levels of our organization through maintaining high standards, policy disclosure and ensuring these standards across stakeholder.

At Check Point, our leaders are dedicated to fostering Check Point's ethical values in relation to our stockholders, employees, partners and the public. As a worldwide leader in developing security solutions to protect transactions and communications over the internet, we believe that our goodwill and reputation are affected by what we do every day.

We maintain the highest level of ethical conduct throughout all levels of our organization. Our Code of Ethics and Business Conduct outlines the business practices that we follow and set clear standards of behavior for everyone associated with Check Point. Additionally, we strive to disclose our governance policies and procedures through posting our Code of Ethics and Business Conduct, our Corporate Social Responsibility Policy and our committee details publicly on our website.

OUR BOARD

Our Board is composed of leading experts in technology, cyber security, finance and science. Additionally, Yoav Chelouche serves as the board's financial expert on the Audit Committee as required by the Israeli Companies Law and NASDAQ requirements with respect to membership on the Audit Committee. Gil Shwed serves as CEO and a board member, Jerry Ungerman serves as Chairman of the Board of Directors, and Guy Gecht serves as Lead Independent Director. Collectively, the directors hold the diverse wealth of knowledge and in depth understanding of Check Point and the cyber security industry necessary to successfully lead the company and expand its value creation for all stakeholders.

The Board of Directors convenes at least once a quarter, with a dedicated attendance rate of 100 percent for all eight meetings in 2022. Valuing strong board independence, our board is currently at **87.5 percent independent** in accordance with the applicable rules of the Securities and Exchange Commission and NASDAQ regulations, with all members of the board being independent other than Gil Shwed. Additionally, three of our directors (Yoav Chelouche, Guy Gecht, and Ray Rothrock) are external directors in accordance with the Israeli Companies Law and the relevant regulations.

GIL SHWED
Founder and CEO, Check Point

SHAI WEISS
CEO, Virgin Atlantic Limited

DR. TAL SHAVIT
Organizational Consultant

GUY GECHT
Interim CEO, Logitech

RAY ROTHROCK
Chairman and CEO RedSeal Networks

TZIPI OZER-ARMON
CEO, Lumenis Ltd.

JERRY UNGERMAN
Chairman, Board of Directors

YOAV CHELOUCHE
Managing Partner Aviv Venture Capital

COMMITTEE COMPOSITION

The Board structure holds three committees comprised solely of independent directors: the Audit Committee; Compensation Committee; and Nominating, Sustainability and Corporate Governance Committee. These committees allow Check Point's board members to efficiently focus on their respective topics and bring added value to their areas of specialization. In 2022, the Board held 14 committee meetings, at a 100 percent attendance rate.

Committees of the Board of Directors	Audit Committee	Compensation Committee	Nominating, Sustainability and Corporate Governance Committee
Committee Chair	Yoav Chelouche	Ray Rothrock	Shai Weiss
Number of Members	3	3	3
Percentage of Independent Directors	100%	100%	100%
Number of Committee Meetings Held in 2022	6	6	2

BOARD DIVERSITY MATRIX
(As of January 2023)

Gender	Female	2
	Male	4
	Undisclosed	2
Ethnicity	White	6
	Undisclosed	2
Orientation	LGBTQ+	0
	Undisclosed	2
Other Disclosures	Disclosed disability	1

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BUSINESS ETHICS AND INTEGRITY

As a global leader in developing security solutions, Check Point sets high ethical expectations and standards of behavior for everyone within the organization and across the value chain. Business ethics and integrity are integrated into business models, and we promote our four core principles to establish uniformity across the company and benefit our employees, customers, partners, shareholders, suppliers, distributers, and other stakeholders:

HONEST AND ETHICAL CONDUCT

INTEGRITY

OPEN COMMUNICATION

EQUAL OPPORTUNITY AND DIVERSITY

Our values help us build trust with our stakeholders. Trust and integrity are integral to our relationships with customers, business partners, investors, other organizations and governments, and are at the core of our business and operations. We comply with applicable laws and regulations and expect employees to respect and follow the laws of their home countries and of the countries where they conduct business.

Our Code of Ethics and Business Conduct covers important business issues to clearly establish a highly ethical precedent within the company. The Code covers a range of topics including Compliance with Applicable Laws, Confidentiality, Conflict of Interest, Equal Opportunities and Harassment. We also conduct an annual online training for all employees on the Code of Ethics and Business Conduct.

Our Anti-Corruption, Bribery and Money Laundering Policy

Our Anti-Corruption, Bribery and Money Laundering Policy defines the importance of responsible financial management. The policy establishes our commitment to compliance, ethics and transparency and quality financial reporting and record. It also outlines mechanisms for oversight and enforcement to ensure that the policy is strictly adhered to throughout all levels of the company. We have zero tolerance for bribery, corruption and money laundering in any form.

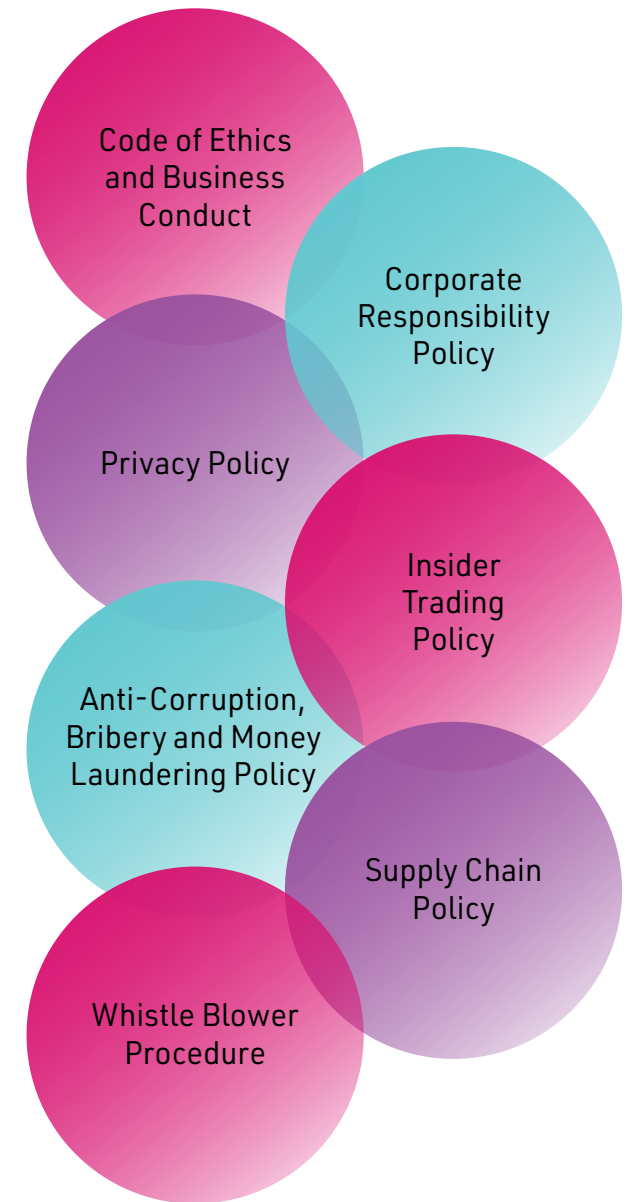## Our Corporate Responsibility Policy

Our Corporate Responsibility Policy is an integral part of our business strategy that guides us through ESG issues that are relevant to our business activity and our stakeholders. We implement our Corporate Responsibility framework through management discussions which heavily emphasize issues relating to sustainability and implementing a strategic decision-making process on social and environmental matters.

The Whistle Blower Procedure

The Whistle Blower Procedure is crucial to support the adherence to our Code of Ethics and Business Conduct as well as other policies. We provide multiple channels for reporting incidents and guidelines to Check Point's employees, consultants, contractors, officers and directors with respect to transactions in Check Point's securities. Check Point does not tolerate retaliation of any kind against a whistle blower, including indirect forms of discrimination.

Our Privacy Policy

Our Privacy Policy explains how we treat the personal information that we collect or generate both in relation to the Check Point website and to our products and services.

- Code of Ethics and Business Conduct
- Corporate Responsibility Policy
- Privacy Policy
- Insider Trading Policy
- Anti-Corruption, Bribery and Money Laundering Policy
- Supply Chain Policy
- Whistle Blower Procedure

RISK MANAGEMENT

Check Point understands and manages its risk factors closely. Through defining the material risks, we aim to prevent and mitigate their ability to affect our business operations. Since we serve the cybersecurity industry, our business relies on the resilience of the network security solutions industry and its growing needs. Because of this, we have detailed our procedures for mitigating cybersecurity risks in the following sections. For more information regarding our Risk Management processes, please see our Form 20F.

HEALTH & SAFETY

Check Point strives to treat its employees, contractors and suppliers with dignity and respect. We promote a safe, healthy, and supportive work environment, and we condemn modern slavery and human trafficking in any form.

We are committed to providing our employees with a safe and healthy workplace in compliance with international standards and local laws in all of our locations around the world. Our employees, suppliers, and partners are required to always comply with our corporate policies.

We are committed to health and safety as part of our operations to ensure the well-being of our employees and community. We ensure employee safety by providing all required safety instructions and guidelines and by ensuring that all company facilities and systems are, and continue to be, safe. Additionally, we have a variety of internal policies to protect the physical health and safety of our employees and others on-site. These include a visitor policy, emergency regulations, travel guidelines, CPI professional information, an employee tag, physical security areas and parking information. For more information on our Health and Safety Practices, please refer to our Human Rights and Labor Policy.

DATA SECURITY AND INTERNAL POLICIES

100%
of employees completed GDPR training

Protecting our customer's data and making the internet a more secure place is what we do best. As a leading provider of cybersecurity solutions to corporate enterprises and governments globally for the last three decades, Check Point recognizes the importance of taking appropriate security measures to protect our internal business information as well as the information of all our stakeholders. Data security and internal cyber security are a top priority for executives, and they manage these risks from a top-down approach,

building an active culture among employees to be vigilant about security risks. Check Point has clearly defined incident response procedures which outline the service level agreement (SLA) action plan required to solve any security incident. In the event of a security incident, Check Point's Chief Information Security Office (CISO), SOC Team Leader and other managers, will coordinate the security response including containment, investigation, infrastructure securing, reporting, closure and follow up. Check Point's

security team is responsible for investigating and responding to incidents. Check Point has developed appropriate plans and procedures for disaster recovery, regularly testing and reviewing them to ensure they remain up-to-date and effective. Check Point strives to ensure that its customers can continue to operate confidently. The governing principles behind Check Point's Information Security Program are security by design and prevention-first, combined with continuous development and enhancement.

CYBER SECURITY AND INFORMATION SECURITY MANAGEMENT

We maintain an internal framework security policy that is managed, overseen and implemented by the VP of Information Systems, which includes various administrative, technical and physical safeguards aimed at effectively protecting the confidentiality, availability and integrity of our systems and personal data. Security operations and processes are interconnected with our Research & Development team to ensure open-communication, best practices and a commitment to internal and external security systems. Leadership meets regularly to understand the latest updates in cyber security and ensure that it is prioritized within Check Point at every level. In addition, we update and audit our security policies annually.

In accordance with our **ISO 27001** certification, Check Point has developed an information security management system (ISMS) focused on information security management and cyber security-related risks. Check Point's security strategy is grounded on internationally recognized frameworks, including **NIST 800-53**, **OWASP**, and **ISO 27001** ensuring that Check Point implements the best practices for information security management.

CYBERSECURITY AND INFORMATION SECURITY TRAINING & AWARENESS

At Check Point, we know that prevention is key to preventing the latest cyber security threats and we seek to build awareness and inform our employees regularly to prevent data breaches. Our employees undergo ongoing security awareness training throughout the year to learn about their responsibilities for data security and privacy. All our employees also participate in data protection training/GDPR on an annual basis.

Employees across different departments can access our online educational tools to further understand the breadth of cyber security threats and responses.

This tool provides thorough information about our internal information security framework, which is updated regularly to include the latest security prevention policies, risk management procedures and enforcement of the framework. The tool also allows employees to access and learn about the internal information security policies such as how to properly classify data, the acceptable use of information, media encryption and much more. Using another specialized online learning platform, employees undergo comprehensive e-learning curriculums on cyber security, recognizing phishing, security awareness training and more specialized training content based on their internal departments. This tool tracks employee training progress, participation and test results on their required annual information security training.

In 2022, Check Point employees dedicated a significant amount of time toward security awareness training.

Along with performing progressive social engineering tests, Check Point's security team runs awareness campaigns to foster a security-oriented environment.

ETHICAL SUPPLY CHAIN

Check Point collaborates with a global network of suppliers, distributors, and partners to provide cybersecurity solutions to enterprises and governments. Ethical business practices are prioritized throughout our value chain, and we expect our suppliers to meet our high standards. We have a longstanding history of building strong relationships and oversight initiatives with our suppliers. Due to the COVID-19 pandemic, we established a local team to enhance stability and strengthen these relationships. This streamlined our oversight and eliminated communication restraints such as time zone and language barriers. We engage with our suppliers through ongoing dialogue, including weekly conversations with account managers, daily monitoring, quality assurance reviews, audits, and quarterly management discussions. Compliance with our Supplier Code of Conduct is essential.
We collaborate with top-tier suppliers who uphold ethical and responsible practices, aligning with our Supply Chain Code of Conduct. Fair treatment, high ethical standards, and adherence to laws and regulations are paramount in our supplier relationships. We emphasize diversity, equality, and compliance with human rights, labor, environmental sustainability, anti-corruption, bribery, and conflict minerals regulations. Our

Human Rights Policy ensures safe and fair working environments, freedom of association, and compliance with local laws. The Conflict Minerals Policy addresses corruption, money laundering, and human rights abuses. Please refer to our Human Rights Policy and Conflict Minerals Policy for more information.
To maintain open communication, we conduct regular business reviews and system check-ins with our

suppliers. These reviews facilitate dialogue, mutual understanding, and feedback exchange. We also hold quarterly discussions and perform separate quality assurance audits. Please refer to our Human Rights Policy and Conflicts Mineral Policy for further information.

We fully comply to applicable standards and certifications, and ensure that our manufacturing suppliers fully comply, with the following standards and certification requirements:

Labor and health occupations standards	OHSAS 18001, ISO45001
Environmental (restricted material/Chemicals)	ISO14001, ROHS 10, REACH, ROHS China, WEEE recycle, ECHA EU analysis, POP, CO2 emission data collection, Proposition 65 for California
Conflict minerals (prevent forced labor)	Conflict Minerals Regulation USA & EU, Nonuse of products originating from forced labor of the Uyghur population in Xinjiang China.
Supply chain integrity	ISO28001, AEO, C-TPAT.
Quality control	ISO9001, TL9001

For more information on our supply chain processes, please reference our Supply Chain Policy and our Supply Chain Code of Conduct.

SCOPE 1 AND 2 GHG EMISSIONS

Category	Unit	mtCO2e
Scope1	mtco2e	86
Scope2	mtco2e	7,716
Scope 1&2	mtco2e	7,802
GHG emissions intensity	Emissions/$m revenue	3.35
Electricity consumption	GJ	71,987

*Scope 1 covers our International headquarters, US Headquarters, Irving and India offices using the available data including fuels and cooling gas (more than 70% of offices by SQF).

GENDER DIVERSITY – FEMALE REPRESENTATION

Indicator	2022
Total employees	23%
CEO and top leadership positions	44%
Technical roles	20%
Other	26%
New hires	25%

EMPLOYEE TRAINING AND DEVELOPMENT

Indicator	2022
Average annual training hours per employee	79

ETHNIC DIVERSITY ACROSS TOTAL US EMPLOYEES

Indicator	2022
White	68.7%
Hispanic or Latin	11.1%
Asian	11%
African American	5.7%
Two or more races	2.9%
American Indian or Alaska Native	0.3%
Native Hawaiian or Other Pacific Islander	0.3%

PERFORMANCE DATA 2022
Social and Governance

BOARD OF DIRECTORS

Indicator	2022
Size of the board	8
%of independent board members	87.5%
%of women on board	25%
Board age limit	None
Number of board meetings	8
Board meeting attendance percentage	100%

CYBERSECURITY EDUCATION

Indicator	2022
Number of people trained in cybersecurity	150K

ETHICS

Indicator	2022
Percentage of employees who completed Code of Conduct and Ethics training	100%
Percentage of employees who completed Anti-Corruption training	100% Of relevant employees
Percentage of employees who completed Annual Privacy training	100%

DONATIONS

Indicator	2022
Corporate charitable contributions	$3M

GRI CONTENT INDEX TABLE

GRI Standard Title/Topic	GRI Disclosure Number	GRI Disclosure Title	Location in the Report
The organization and its reporting practices	GRI2-1	Organizational details	About the Company
	GRI2-2	Entities included in the organization's stainability reporting	About the Company
	GRI2-3	Reporting period ,frequency and contact point	About this Report
	GRI2-4	Restatements of information	N/A
	GRI2-5	External assurance	N/A
Activities and workers	GRI2-6	Activities ,value chain and other business relationships	About the Company
	GRI2-7	Employees	Our People
	GRI2-8	Workers who are not employees	Our People
Governance	GRI2-9	Governance structure and composition	Our Board
	GRI2-10	Nomination and selection of the highest governance body	Our Board
	GRI2-11	Chair of the highest governance body	Our Board
	GRI2-12	Role of the highest governance body in overseeing the management of impacts	Our Board
	GRI2-13	Delegation of responsibility for managing impacts	Our Board
	GRI2-14	Role of the highest governance body in sustainability reporting	Our Board
	GRI2-15	Conflicts of interest	Please refer to our20 F.
	GRI2-16	Communication of critical concerns	Please refer to our20 F
	GRI2-17	Collective knowledge of the highest governance body	Our Board
	GRI2-18	Evaluation of the performance of the highest governance body	Our Board
	GRI2-19	Remuneration policies	Please refer to our20 F.
	GRI2-20	Process to determine remuneration	Please refer to our20 F.
	GRI2-21	Annual total compensation ratio	Not Disclosed

GRI CONTENT INDEX TABLE

GRI Standard Title/Topic	GRI Disclosure Number	GRI Disclosure Title	Location in the Report
Strategy ,policies and practices	GRI2-22	Statement on sustainable development strategy	Our ESG Framework
	GRI2-23	Policy commitments	Our ESG Framework
	GRI2-24	Embedding policy commitments	Our ESG Framework
	GRI2-25	Processes to remediate negative impacts	Please refer to our [Environmental Policy](#)
	GRI2-26	Mechanisms for seeking advice and raising concerns	Business Ethics and Integrity
	GRI2-27	Compliance with laws and regulations	Business Ethics and Integrity
	GRI2-28	Membership associations	Stakeholder Engagement
Stakeholder engagement	GRI2-29	Approach to stakeholder engagement	Stakeholder Engagement
	GRI2-30	Collective bargaining agreements	Please refer to our20 F.
Disclosures on material topics	GRI3-1	Explanation of the material topic and its boundary	Our ESG Framework
	GRI3-2	List of material topics	Our ESG Framework
	GRI3-3	Management of material topics	Our ESG Framework
Economic performance	GRI201-1	Direct economic value generated and distributed	About the Company
	GRI201-2	Financial implications and other risks and opportunities due to climate change	Risk Management ;Our Climate Strategy
Indirect Economic Impacts	GRI203-2	Significant indirect economic impacts	Our ESG Framework
Anti-corruption	GRI205-2	Communication and training about anti-corruption policies and procedures	Business Ethics and Integrity
	GRI205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption in.2022
Anti-competitive Behavior	GRI206-1	Legal actions for anti-competitive behavior ,anti-trust ,and monopoly practices	There were no legal actions for anti-competitive ,anti-trust and monopoly practices in.2022

GRI CONTENT INDEX TABLE

GRI Standard Title/Topic	GRI Disclosure Number	GRI Disclosure Title	Location in the Report
Energy	GRI302-1	Energy consumption within the organization	Our GHG Footprint ;Performance Data 2022
	GRI302-3	Energy intensity	Our GHG Footprint ;Performance Data 2022
	GRI302-4	Reduction of energy consumption	Not applicable – base year is2022
	GRI302-5	Reductions in energy requirements of products and services	Not applicable – base year is.2022
Water	GRI303-1	Total volume of water used	Our GHG Footprint ;Performance Data 2022
Emissions	GRI305-1	Direct) Scope (1 GHG emissions	Our GHG Footprint ;Performance Data 2022
	GRI305-2	Energy indirect) Scope (2 GHG emissions	Our GHG Footprint ;Performance Data 2022
	GRI305-3	Other indirect) Scope (3 GHG emissions	Not Disclosed
	GRI305-4	GHG emissions intensity	Our GHG Footprint ;Performance Data 2022
	GRI305-5	Reduction of GHG emissions	Not applicable – base year is.2022
Waste	GRI306-1	Waste generation and significant waste-related impacts	Sustainable Environments
	GRI306-2	Management of significant waste-related impacts	Sustainable Environments
Training and Education	GRI404-1	Average hours of training per year per employee	Attracting ,Developing and Retaining the Best Talent
	GRI404-2	Programs for upgrading employee skills and transition assistance programs	Attracting Developing and Retaining the Best Talent

GRI CONTENT INDEX TABLE

GRI Standard Title/Topic	GRI Disclosure Number	GRI Disclosure Title	Location in the Report
Diversity and Equal Opportunity	GRI405-1	Diversity of governance bodies and employees	Our Board ;Performance Data2022
	GRI405-2	Ratio of basic salary and remuneration of women to men	Diversity ,Equity and Inclusion
Local Communities	GRI413-1	Operations with local community engagement ,impact assessments ,and development programs	Local Community Engagement and Social Impact
Customer Privacy	GRI418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Security and Internal Policies

SASB CONTENT INDEX:
Software & IT Services Industry Standard

TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Topic	Accounting Metric	Code	Location of Disclosure in Text
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	TC-SI130-a1.	Our GHG Footprint ;Performance Data 2022
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI220-a1.	Data Security and Internal Policies
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI220-a3.	Data Security and Internal Policies
Data Security	(1) Number of data breaches (2) percentage involving personally identifiable information) PII ((3) number of users affected	TC-SI230-a1.	Data Security and Internal Policies;
	Description of approach to identifying and addressing data security risks, including use of third-party cyber security standards	TC-SI230-a2.	Data Security and Internal Policies

SASB CONTENT INDEX:
Software & IT Services Industry Standard

TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Topic	Accounting Metric	Code	Location of Disclosure in Text
Recruiting & Managing a Global ,Diverse & Skilled Workforce	Percentage of employees that are: (1) foreign nationals and (2) located offshore	TC-SI330-a1.	Our People
	Employee engagement as a percentage	TC-SI330-a2.	Employee Satisfaction and Wellbeing
	Percentage of gender and racial/ethnic group representation for: (1) management (2) technical staff ,and (3) all other employees	TC-SI330-a3.	Performance Data2022
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI520-a1.	In ,2022 there were no monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.
Managing Systemic Risks from Technology Disruptions	Description of business continuity risks related to disruptions of operations	TC-SI550-a2.	Risk Management

SASB CONTENT INDEX:
Software & IT Services Industry Standard

TABLE 2. ACTIVITY METRICS

Activity Metric	Code	Location of Disclosure in Text
(1) Number of licenses or subscriptions; (2) percentage cloud based	TC-SI.000-A	Please refer to our-20 F for our company-defined activity metrics.
(1) Data processing capacity, (2) percentage outsourced	TC-SI.000-B	Please refer to our-20 F for our company-defined activity metrics.
(1) Amount of data storage, (2) percentage outsourced	TC-SI.000-C	Please refer to our-20 F for our company-defined activity metrics.

ABOUT THIS REPORT

Check Point Software Technologies Ltd. is proud to present its first ESG Report. This report covers Check Point's sustainability-related projects, technology, business and activities during 2022, with some additional details provided from prior years.

This report is written in reference to the Global Reporting Initiative (GRI) Universal Standards and the Sustainable Accounting Standards Board (SASB).

Looking ahead we plan to update our ESG report regularly to provide transparency and easily comparable data on our performance. Through the reporting process we aim to encourage dialogue with all our stakeholders and inform them on our improvements over time.

Statement from Good Vision, Sustainability Advisors, Fahn Kanne & Grant Thornton Group
Good Vision supported Check Point Software Technologies Ltd. in the writing of this report. Good Vision is a member organization of the GRI Gold Community working to empower businesses, corporations and decision makers everywhere to act towards a more sustainable economy and future through ESG initiatives and stewardship.