

Workforce Diversity and Equality Statement

Our Values

As a global company headquartered in Israel, a country developed by the contribution of individuals that emigrated from different countries with diverse backgrounds, our goal is to create a diverse work environment. Our wonderful employees are made up of all genders, colors, ages, ethnicities, religions, sexual orientation, family status, social origin and some carry different types of disabilities. All our employees are encouraged to be themselves and contribute to our culture, growth and development as a world leading cyber security company. It's the combination of this diversity and uniqueness of each individual that leads and guides and helps us improve, develop, learn and succeed in being an industry leading company.

By nurturing diversity and equality, we respect and cherish the different abilities of each and every one of our employees. The contributions our employees have made to our company brought us to where we are today and will take us to new heights in the future.

For these reasons and others, our company has won several awards in the past year, and we aim for more in the future:

We were ranked,

- 23rd in the **Best Employer Award** list of **Forbes** for IT companies;
- 20th on the list of **Best Workplaces** of **BDI**;
- 21st on the list of **Best Companies to Work in** of **D&B**; and
- 8th for the **Best Companies to Work in Israel** by the **Local News Company N12**.

Our Commitment

We are committed to a diverse and varied workplace in our hiring processes, training and evaluation of our employees. The relationship with our employees even continues after their retirement as we refer them (on a case by case basis) to special programs facilitating their move to the outside world after retirement. In addition, we hold special programs for career development, such as:

- Female Mentorship Program for developing the career of high performing women in our teams;
- Leadership Development Program for future female leaders – a four month program for grooming future female leaders in our company; and
- Mentorship Programs for developing the career of employees who are members of minority communities.

We are committed to inclusivity and equality as part of our workplace and community, through our business partners, suppliers and customer service. We believe in:

- Providing equal opportunities and recognizing the importance in gender pay gap equality;
- Integrating messages of a safe and accepting multicultural work environment in our internal and external publications;
- Creating an accessible environment through accessibility of the company's facilities, adapting different equipment and tools to the unique needs of people with special needs etc.

We are committed to being an equal opportunity employer and we do not discriminate anyone for any reason, whether race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, family status, social origin, disability, union membership or political affiliation. We are proud to be the employer of employees that carry different types of disabilities and benefit from their significant contribution to the company. In this regard, we note that we provide our employees with appropriate equipment and machinery for their needs and ability, to enable them to contribute in their positions to the company.

We are committed to treating our employees equally in compensation and benefits, by supporting employees with their needs. As an example, we provide parenthood benefits (such as short working days and extra vacation days at birth) to encourage a work-life balance to our parent employees, as well as other employees.

We are committed to creating a conscious culture and promote open communication as part of our inclusivity and diversity.

Our Goals

We strive to increase women representation. 50% of our senior executive officers are women. We strive to increase women representation especially as part of our technology practices and other teams.

We participate in different conferences and events to promote gender diversity in order to recruit women candidates to R&D positions (such as, She-Codes and WomenHack); we established women mentoring programs in EMEA and Israel; and we promote campaigns to increase the number of women in tech related roles.

We seek to hire and promote minorities: we are working closely with several community employment programs to increase hiring from minority groups for entry level programs and internships, such as Tech Career (Ethiopian community); JBH (Avratech), Cyber Elite, Kama Tech (for the orthodox community); and Tzofen and ItWorks (for the Arab sector).

We aim to promote the hiring of disabled people: we work closely with Taasuka Shava (equal employment opportunity organization for people with disabilities in Israel) and we use their services for recruiting employees with different types of disabilities. We also participate in their recruiting workshops.

Our VP of Human Resources is responsible for execution of this policy and is the point of contact for any issue or matter relating thereto.

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