



VALUES AT THE HEART OF OUR NETWORK

CORPORATE SOCIAL
RESPONSIBILITY AT F5
2013/2014

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WELCOME TO F5

LETTER FROM THE PRESIDENT

2013 and 2014 were busy, successful, and exciting years at F5. Data, applications, and connectivity continue to play increasingly vital roles in our lives, and security has taken center stage for both companies and consumers. F5 has remained on the cutting edge, developing innovative new technologies that play a key role in helping organizations optimize and secure the applications and services on which they depend. During the past two years, we released a variety of new software products and refreshed our entire line of hardware.

Throughout our growth, we've remained committed to maintaining our values and culture as the very core of F5. Our commitment starts with our people. F5 values the growth and development of employees, and we continuously look for new ways to increase corporate transparency around our processes so that employees enjoy a broad appreciation of the impacts of their work at F5, in the surrounding community, and around the globe. We've expanded our efforts to engage employees in career development and training, and encouraged the growth of F5 Connects as a way of encouraging employees to help their communities.

It's because of our employees that we were able to produce an exciting new suite of products in 2013 and 2014, including physical and virtual solutions. The hardware products released are vastly more efficient than previous versions. This not only helps customers process more data with less equipment, but can reduce the cooling needed in their data centers.

I am very pleased to share this report with you. Our teams have been working diligently to ensure that F5 continues to raise the bar in terms of our technology, our people, and our culture—and their efforts clearly show in the results. As we move forward, I am excited to see the development of current projects and explore new, creative ideas with the company.

Sincerely,



John McAdam

President and Chief Executive Officer
F5 Networks

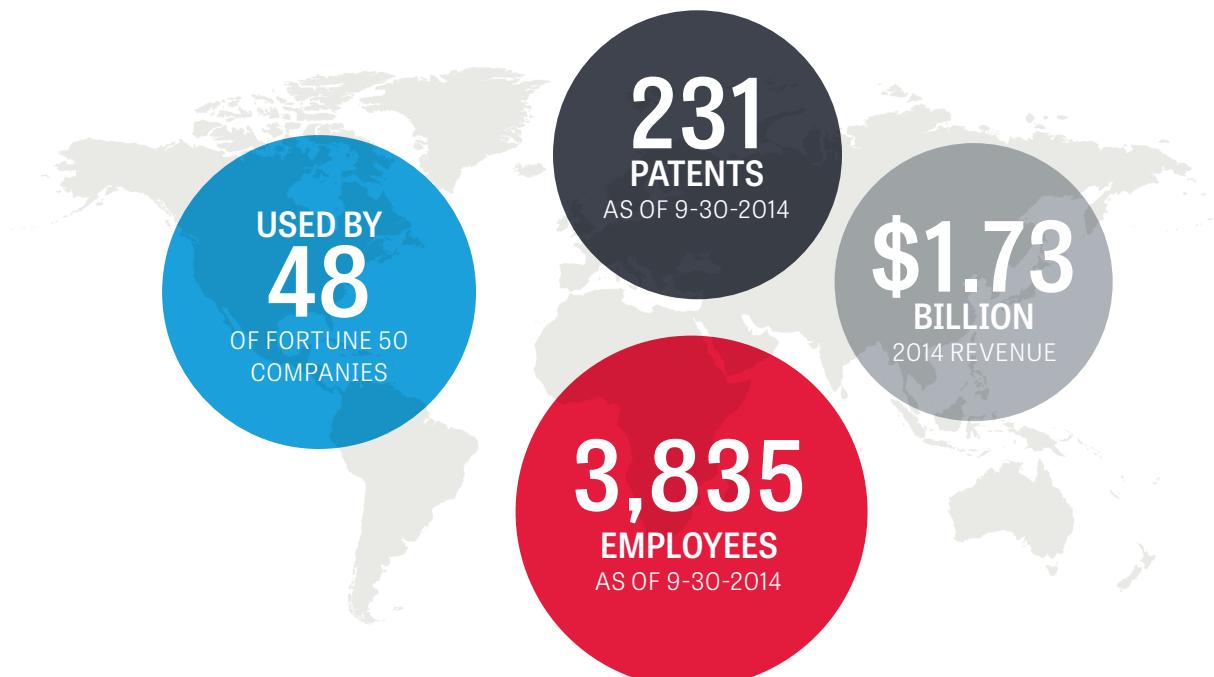


About F5

F5 Networks was founded in Seattle in 1996 in Seattle, Washington. By the end of fiscal year 2014, we had grown to a team of over 3,800¹ employees, navigating market challenges, an IPO, and rapidly evolving technology. Today, we are strategically positioned in the Americas, Europe, the Middle East, and Africa, Asia Pacific, and Japan.

Through it all, F5 emerged as a leading provider of Application Delivery Networking (ADN) technology that optimizes the security, performance, and availability of all types of applications. The F5® BIG-IP® product family combines the functions of many devices on a single platform to help organizations reduce costs, eliminate complexity, and simplify their IT infrastructure.

Whether or not users know it, they interact with and depend on F5 products almost daily.



The flexibility of our physical and virtual solutions has resulted in broad deployment across many sectors. Whether you're booking an airline ticket, checking a bank balance, or connecting with others through social media, F5 products help provide and protect many of the web services you depend on. As strategic points of control throughout an organization's IT infrastructure, our products help the world's largest enterprises, service providers, and online companies realize the business value of virtualization, cloud, and other dynamic IT models.

¹ All information contained in this report, unless otherwise stated, was valid as of September 30, 2014. This report is released biennially and is not updated in between releases. Up-to-date information can be obtained by contacting F5.

Our Products

F5 platforms, including purpose-built hardware designed to enhance the performance and scalability of our software, are typically deployed in front of web and application servers. They enable customers to manage data, voice, and video traffic, and perform compute-intensive functions such as encrypting and decrypting transmissions, screening traffic for security threats, and maintaining open connections with servers. By offloading functions from servers, BIG-IP and F5 VIPRION® products can reduce the number of servers needed to run specific applications, maximizing data center efficiency and driving down operating costs.

As information technology infrastructures evolve, there is growing demand for software-only application services that can be deployed in virtual environments next to each instance of an application. For customers who prefer this option, our virtual editions (VEs) offer faster throughput than competing products, as well as the broadest array of integrated application services available.

Network security is a growing concern for both businesses and their customers. As data becomes increasingly vulnerable due to the web-based nature of many applications, it is critical to protect that data, and BIG-IP® Application Security Manager™ (ASM) has become a popular web application firewall.



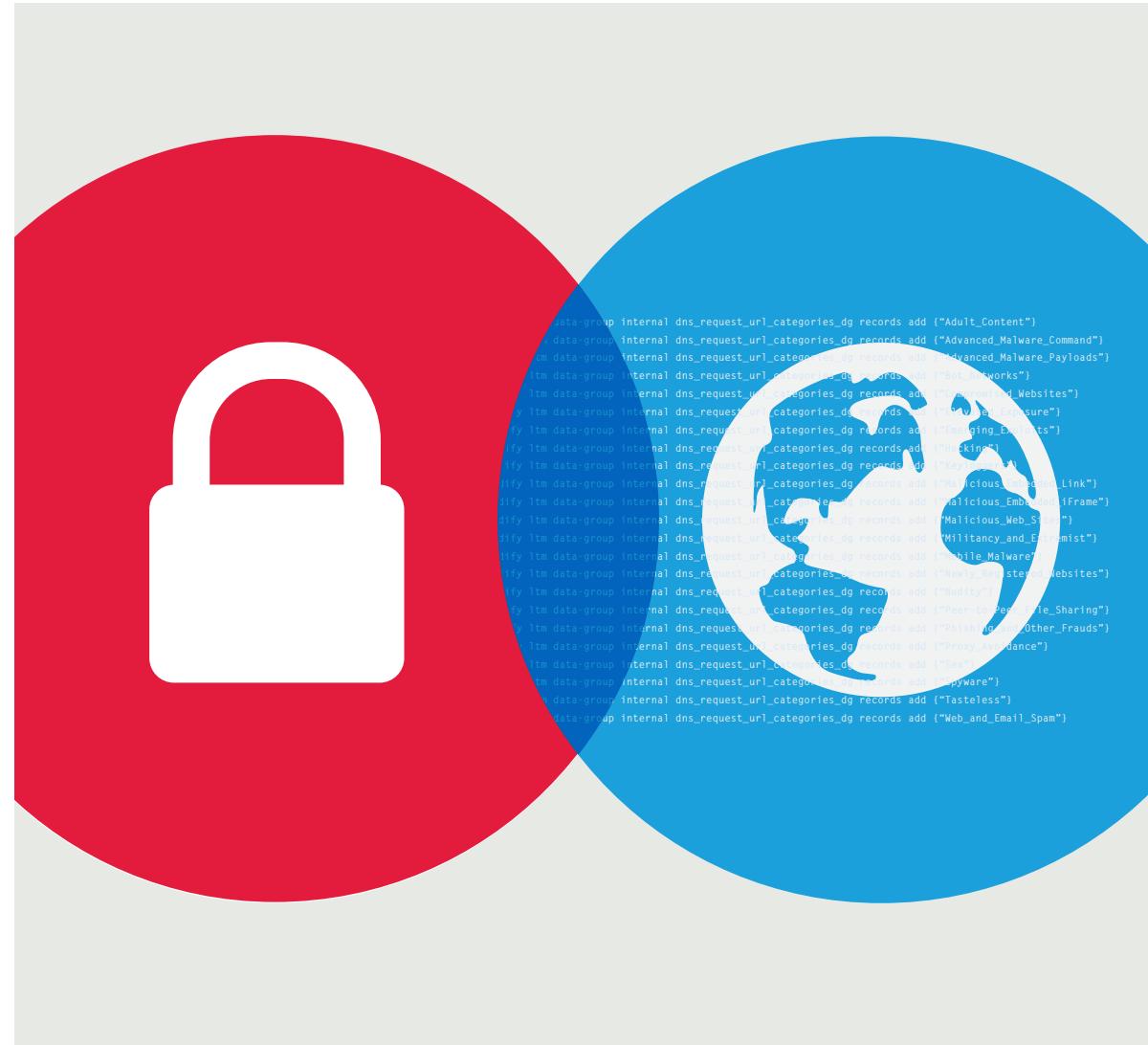
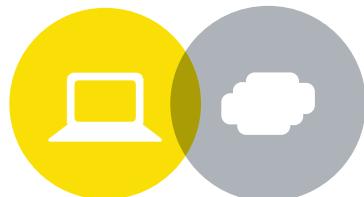
Customers can choose to add BIG-IP ASM to their existing BIG-IP solutions, or purchase it as a stand-alone firewall.

In addition to our core BIG-IP products, we offer closely related products that facilitate, enhance, or extend our application services. BIG-IQ® is an intelligent management and orchestration platform designed to support multiple software modules. Our Diameter signaling and routing product—F5 Traffix™ Signaling Deliver Controller™ (SDC)—offers an advanced solution for Diameter routing, helping service providers meet the challenges associated with the growth of mobile data. Together, our suite of solutions provides a highly scalable, flexible, and secure solution for managing today's Internet infrastructure.

During fiscal 2013 and 2014, we purchased three companies whose products and technologies are further expanding our addressable market. In February 2013, we acquired LineRate Systems, Inc., an early-stage developer of Software-Defined Application Services™ that complement our current offerings. In September 2013, we acquired Versafe Ltd., a privately held company headquartered in Rishon LeZion, Israel. Versafe technology provides real-time protection for communications between end-user devices and web and mobile applications. In May 2014, F5 purchased Defense.Net, whose technology provides scalable, cloud-based protection services against distributed denial-of-service attacks.

WHAT IS APPLICATION DELIVERY?

At F5, we use the term *application delivery* all the time, but it's a good bet many people outside of the tech industry aren't familiar with it. Do you use a smartphone, laptop, or tablet to do online banking, play online games, or access data through applications? If you do, then you depend on F5. Each of these technologies combines the capabilities of your device with data and the processing capabilities of a cloud network. Your ability to use these features depends on a complex infrastructure to ensure everything works smoothly, reliably, and securely. F5 products manage these processes, connecting you to specific data and powering your individual experience on web-based applications used by thousands of people.



Our Values

- EXCELLENCE**
- INNOVATION**
- COLLABORATION**
- EMPLOYEE SUCCESS**
- INTEGRITY**
- CUSTOMER LOYALTY**
- PROFITABLE GROWTH**

Since we released our first CSR report in 2011, there have been countless examples of the power and influence of data, applications, and networks. Data is helping companies operate more efficiently, aiding in the creation of new business models and innovations that are building the 21st century economy. Mobile connectivity and the cloud-based systems that support it are integral parts of our daily lives, providing rapid feedback loops and ever-evolving ways to measure and evaluate. F5 products sit squarely in the heart of the network that powers these technologies and services.

Great companies are built on a foundation of great people and shared, uncompromising values. Our values are an integral part of our culture, and we have chosen them carefully; by integrating these values with our planning and daily activities, we choose who we are, where we go, and who we become. While market conditions and influences will undoubtedly change, our values remain constant and guide us through transitions. Our values reflect the manner in which we conduct business, and guide our approach to corporate social responsibility.



EXCELLENCE

WE STRIVE TO BE THE BEST

Excellence is a foundational element of F5's culture, and is our basis for making continual improvements. We strive to achieve excellence in everything we do, and it shows; our exceptional employees create high-quality products that are used and depended on globally.

Striving for excellence fosters an ongoing enthusiasm and tenacity in our teams. We harness this enthusiasm and passion for technology to keep our company, and our industry, moving forward.



2014 Awards

AIRWATCH ENTERPRISE MOBILITY EXCELLENCE AWARDS

Mobile Innovation

2014 CORPORATE COUNSEL AWARDS

Diversity Champion – Diana Young (F5)

2014 CRN CHANNEL CHIEFS

Jim Ritchings and Keith McManigal (F5)

2014 CRN WOMEN OF THE CHANNEL

Mary Beach, Lorri Bondi, and Lisa Citron (F5)

FROST & SULLIVAN AUSTRALIA

ADC Vendor of the Year

GLOBAL MOBILE AWARDS

Best Mobile Infrastructure Finalist – F5 Traffix SDC

IBM BEACON AWARDS

Smarter Solutions Finalist

INFO SECURITY GLOBAL EXCELLENCE AWARDS

Gold Award, Access – BIG-IP APM; Bronze Award, Best Security Hardware Product – F5 DDoS Protection Solution; Bronze Award, Web Application Security – BIG-IP ASM
Security Hardware Product – F5 DDoS Protection Solution; Bronze Award, Web Application Security – BIG-IP ASM

LTE WORLD SUMMIT AWARDS

NFV Innovation of the Year Finalist – BIG-IP; Best LTE Roaming/ IPX Product Finalist – F5 Traffix SDC

NETWORK WORLD

25 Most Powerful Networking Companies
NetworkWorld Asia Information Management Awards: ADC's Puget Sound Business Journal: Executive of the Year – John McAdam

SEARCHNETWORKING AWARDS

Network Innovation Award – BIG-IP Platform Intelligence

KING 5 EVENING MAGAZINE

1st Place, Best Place to Work

SC MAGAZINE

5-star rating in Database and Application Security product review (BIG-IP ASM)

SOFTCHOICE

Emerging Partner of the Year for Data Center Technologies

TECHTARGET AND SEARCHSECURITY

Best Web Application Firewalls: Bronze (BIG-IP ASM)

RED HERRING TOP 100 NORTH AMERICA AWARDS

Defense.Net Award

SC MAGAZINE AWARDS 2014 EUROPE

Best Fraud Protection Finalist – Versafe TotALL Online Fraud Protection Suite from F5

TECH TARGET

Bronze Award – Best Web App Firewall (BIG-IP ASM)

VIRTUALIZATION REVIEW

Editor's Choice, Network Virtualization (BIG-IP LTE VE)

VMWORLD 2014 BEST CLOUD MANAGEMENT MARKETPLACE SOLUTIONS

Cloud Automation – F5 Plug-In for vCenter Orchestrator

**EXCELLENCE IS A
FOUNDATIONAL ELEMENT
OF THE CULTURE AT F5.**



2013 Awards

BEST IN BIZ AWARDS

John McAdam, Executive of the Year Award (silver)

BUSINESS INSIDER

John McAdam named one of the 50 Most Powerful People in Enterprise Tech

CASCADE BICYCLE CLUB

One of Seattle's most bike-friendly companies

2012 CRN TOP 25 INNOVATORS

John McAdam
Exec Rank: Karl Triebes top CTO (#41)

EMPLOYEE VOICE AWARDS

Highest Level of Engagement, Large Business from Quantum Workplace

FORBES

Forbes 25 Fastest Growing Tech Companies (#18)

INSTITUTIONAL INVESTOR MAGAZINE

SELL SIDE

Best Investor Relations, 3rd Place
Best CEO, 1st Place
Best CFO, 2nd Place
Best Investor Relations Professional, 1st Place

BUY SIDE

Best Investor Relations, 1st place
Best Investor Relations Professional, 1st Place

KING 5 EVENING MAGAZINE:

1st Place, Best Place to Work

SC MAGAZINE

5-star rating in Database and Application Security product review (BIG-IP ASM)

SOFTCHOICE

Emerging Partner of the Year for Data Center Technologies

TECHTARGET AND SEARCHSECURITY

Best Web Application Firewalls: Bronze (BIG-IP ASM)

TELECOMS.COM

Best LTE Core Network Element Award (F5 Traffix Signaling Delivery Controller)

VIRTUALIZATION REVIEW

Editor's Choice, Network Virtualization (BIG-IP LTM VE)
Windows IT Pro

Editors' Best Award, Gold for Best Hardware:
Networking (BIG-IP LTM)
Community Choice Award, Bronze for Best Hardware:
Appliance (BIG-IP Suite)

2020 WOMEN ON BOARDS

"W" level company – at least 20% of the board is women.

INNOVATION

WE DEVELOP TOMORROW'S SOLUTIONS TODAY

By working hard, continually improving our processes, and embedding our values into everything we do, we have been able to achieve much since our company was launched—and we achieve more every year. Yet there is always more to do, and we are always working on ways to improve our company and our products so we can continue to do even better in the future.

We offer both free and paid industry-leading education and training resources on F5 technologies and solutions, as well as a professional certification program for those working with application delivery and F5 solutions. This high-quality, validated education is offered to develop the skills and knowledge needed to succeed in today's application delivery market both to our staff and to those who may one day join the team at F5.



INNOVATIVE INTERACTION

DevCentral™, F5's user community for customers, partners, and employees, was built as a new way to support user interaction. Since its launch, DevCentral has grown to become not just a resource, but a petri dish for innovative ideas. Users can write their own iRules®, some of which are so popular they get rolled into later versions of our products. This intimate interaction between developers, support, and users helps keep us innovating to meet customer demands.



COURTESY OF FIRST®

“FIRST provides an opportunity not only to play with robots, but pragmatic experience for young people. [They can] run a complex project from start to finish, expanding their knowledge in project management, mechanics, electronics, programming, and even marketing and competitive analysis.”

—Zach Kotlarek
Software Engineer III (Seattle, WA)

HANDS-ON ROBOTICS

Sparking an interest in STEM education (science, technology, engineering, and math) is critical for the future of the technologies we create and for the future of our company. F5 is a regional sponsor for the FIRST Robotics Competition, an international high school robotics competition where youth teams are paired with mentors and receive hands-on experience building robots and competing in local tournaments. Several F5 employees serve as mentors for local teams in the competition.

FIRST (For Inspiration and Recognition of Science and Technology) was founded in 1989 to get kids excited about STEM-related studies. The FIRST competition provides a great way for F5 to engage young people in technology, and have some fun along the way.

Empowered Employees

We welcome new ideas and are always looking for people who share our passion for technology and innovation. Although we have grown significantly in recent years we have retained the drive and determination of a startup, allowing us to build industry-leading products that are at the forefront of innovation.

Our company values and sees power in knowledge, and we strive to uphold a culture that encourages and promotes the ideas of our employees and allows them to reach their potential. We encourage employees to submit patents for their original ideas and inventions, and have two patent attorneys on staff who deal with turning ideas into intellectual property.



Innovation is critical to F5's continued technology leadership. In fiscal years 2013 and 2014, F5 had 96 new patents approved by the U.S. Patent and Trademark Office, bringing our total to 231 approved patents.

EMPLOYEE PATENTS

In the final quarter of 2014 alone, we had 90 different inventor contributors submit ideas for patents. Patent ideas at F5 regularly come from product development, sales, field engineers, and the IT team—it's a truly collaborative effort.

NEW PATENTS
IN 2013

54

NEW PATENTS
IN 2014

42

TOTAL
F5 PATENTS

231

COLLABORATION

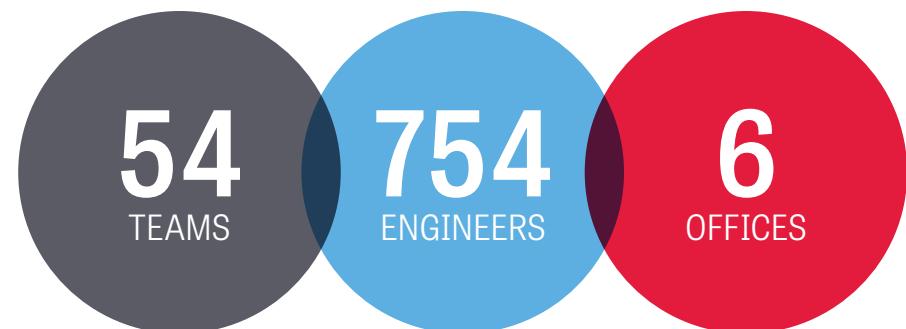
WE ARE IN THIS TOGETHER

F5 continued to grow since our last report, adding more than 800 jobs worldwide during the reporting period. Even as new employees are added, long-time employees continue to shape the company.

We recognize that our company culture plays a large role in the talent we attract and retain. There is high value in a company culture that is supportive, motivational, team-oriented, and fun. F5 employees take pride in working here and speak favorably of the company.

SOLAR FEATS

In 2013 we released BIG-IP version 11.3, codenamed Solar. The development was a remarkable feat of cross-company collaboration; 54 teams from 6 offices comprising 754 engineers worked through 15 development cycles to bring the software to production.





Of course, this culture begins with the individuals who work here. We hire individuals who share our values and contribute to the success of the company through collaboration, enthusiasm, and innovative thinking.

WE ENCOURAGE OUR EMPLOYEES TO CHALLENGE THE STATUS QUO.

By constantly challenging ourselves and each other, we hold each other accountable; there is constant movement and improvement.

WE VALUE AUTHENTICITY, INDIVIDUALITY, AND DIVERSITY.

Our people can be themselves, quirks and all, without needing to maintain a separate work persona.

WE ARE A CLOSE-KNIT COMMUNITY.

Our internal forums are in constant use, whether it is someone warning of an accident blocking traffic in the morning or comments on a strange ship going by in the harbor.

WE UNABASHEDLY CELEBRATE OUR NERDY SIDE.

Whether it is conversations about Star Wars or jokes written in code, at F5, your nerd token gets you respect.

F5 CONNECTS WOMEN

High-tech companies often find increasing gender diversity a challenge, and we are no different. Women are remarkably underrepresented in the tech industry; according to the National Center for Women and Information Technology, the share of technology jobs held by women has decreased since 1991 when it was at a high of 36 percent.

“There is an untapped resource in female engineers—F5 is a place they could prosper.”

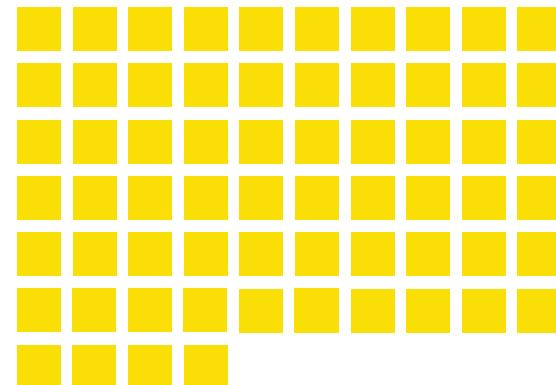
—Calvin Rowland
Sr. VP of Business Development,
F5 Networks

At the end of 2012, we launched an internal initiative called F5 Connects Women as part of an effort to develop the roles of women at F5. We want to ensure we offer great opportunities to all types of talented, creative employees; through F5 Connects Women, we are helping develop robust networks of professional women and working toward a company culture supportive of gender diversity.

In 2013, F5 Connects Women began engaging with women in leadership roles. We began establishing a presence in the local chapter of Women in Technology International and Women in Networking. Additionally, developing talent from a pool of interns and through campus recruiting, both of which tend to have higher rates of gender diversity, has put F5 on the radar of a broader spectrum of potential employees.

WOMEN AT F5 BY REGION (2014)

64% FROM THE AMERICAS



19% FROM EMEA



14% FROM APAC



3% FROM JAPAN



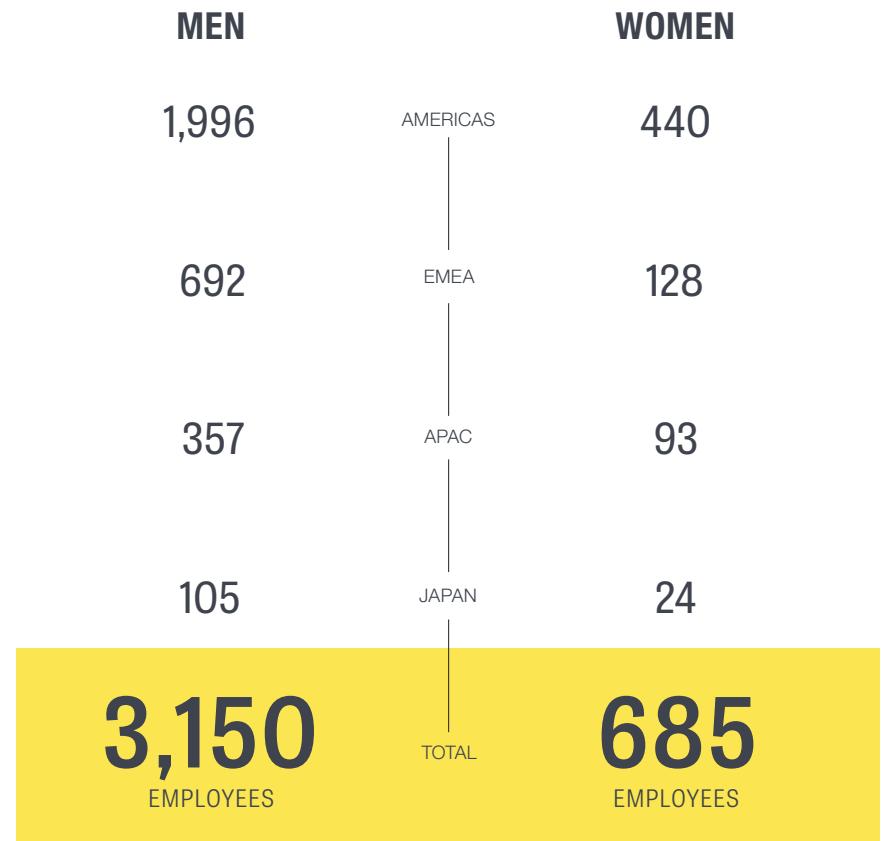


In 2013, F5 was awarded a “W” (Winning) award, recognizing our board as being composed of at least 20 percent women. Only one-fourth of tech companies have achieved this.

FOR MORE INFORMATION ON GENDER AT F5, SEE APPENDIX B.

EMPLOYEES BY GENDER AND REGION (2014)

Our team continues to grow both in existing offices and new locations. By the end of fiscal year 2014, we had grown to over 3,800 people worldwide.



EMPLOYEE SUCCESS

WE HELP EACH OTHER GROW

Our success is interwoven with the success of our employees. Extending a broad range of employee benefits, employee recognition, and ongoing educational opportunities ensures our employees can be successful in all aspects of their lives. The success of our employees in turn enhances the success and longevity of F5.

Employees are empowered to develop career goals that align with their personal goals, and we offer a variety of opportunities for our teams to grow and develop skills beyond the job description. From training programs offered at various office sites to quarterly company-wide meetings, our intent is to create a passion-driven environment that inspires personal, professional, and organizational success.

F5's annual performance review process is an important component of our career development program. It helps our employees and their managers set goals for the upcoming year. Most employees received performance reviews within the past year; some employees choose to decline annual reviews.

F5 EMPLOYEES RECEIVING PERFORMANCE REVIEWS IN THE LAST 12 MONTHS

Part of what makes F5 a great place to work is open communication between managers and employees. From setting annual goals to establishing a long-term career trajectory, reviews are an important part of how employees stay engaged and advance at F5. Every employee is entitled to an annual review, though a few choose to manage their objectives in alternative ways.

2013
91.4%
OF FEMALES

91.4%
OF MALES

2014
96.4%
OF FEMALES

95.8%
OF MALES

Employee Engagement

Engaged employees are key to the success of F5. When employees are engaged, they are more connected to the success of the company, more likely to promote and advocate for the product or service, and are more likely to go out of their way to over-achieve. Simply put, when employees love their job they are more likely to excel.

It all comes down to the people—the best people making the best things happen through the choices they make.

Every two years, we conduct an Employee Engagement survey. Of the 79.6 percent of employees who responded to the most recent survey, the overall engagement score was at 80.3 percent. Our goal for the next engagement survey is to continue to increase participation and employee engagement.

TOP 10 FAVORABLE SURVEY ITEMS:

I AM PROUD TO WORK FOR F5

87.3%
FAVORABLE

I BELIEVE F5'S EXECUTIVE LEADERS ARE HONEST AND TRUSTWORTHY

83.7%
FAVORABLE

I BELIEVE F5 WILL BE SUCCESSFUL IN THE FUTURE

87.3%
FAVORABLE

I UNDERSTAND HOW I CAN CONTRIBUTE TO MEETING THE NEEDS OF OUR CUSTOMERS

89.1%
FAVORABLE

I RECOMMEND F5 AS A GREAT PLACE TO WORK

78.9%
FAVORABLE

THE EMPLOYEES I WORK WITH MOST CLOSELY ARE COMMITTED TO PRODUCING QUALITY WORK

84.8%
FAVORABLE

I AM ALWAYS THINKING ABOUT WAYS TO DO MY JOB BETTER

90.0%
FAVORABLE

I PLAN TO BE WORKING AT F5 ONE YEAR FROM TODAY

83.9%
FAVORABLE

MY MANAGER IS OPEN TO SUGGESTIONS AND FEEDBACK

83.8%
FAVORABLE

I TRUST AND RESPECT MY MANAGER

85.1%
FAVORABLE

A GREAT PLACE TO WORK

King 5 News' 2014 Best of Western Washington awards are based on votes from local Western Washington-area employees. F5 was once again nominated, and ranked #4 out of 316 for Best Place to Work. F5 has been named "best large corporation" and singled out as the winner in categories such as "best view," "best commute program," and "company with the most unusual perks."

NAMED:

BEST LARGE CORPORATION
BEST VIEW
BEST COMMUTE PROGRAM
COMPANY WITH THE MOST UNUSUAL PERKS

WHAT PEOPLE SAY ABOUT F5:

"Amazing people and culture. Makes working here fun and enjoyable."

—Bryan W.

"Smart people who know how to work and how to have fun, solid company with a proven track record."

—Cheryl

"Good people, excellent work environment, great location, and excellent growth opportunities."

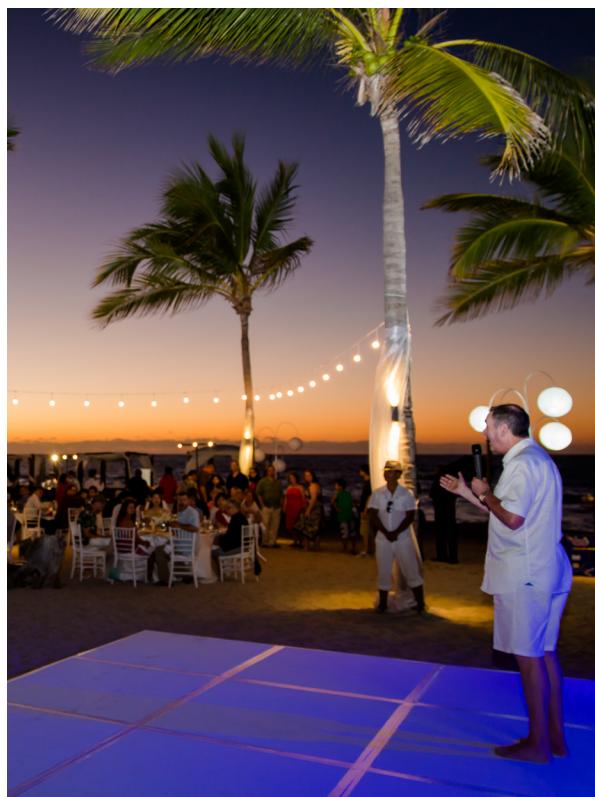
—Steven C.

"Awesome, awesome supportive work environment."

—Quang N.

Employee Benefits

Employee benefits are based on region, and include health care, life insurance and disability, paid leave and vacation time, and retirement benefits. For more information and details on region-based employee benefits, see Appendix C.



RECOGNIZING EXCEPTIONAL EMPLOYEES

Part of fostering a great work environment is recognizing when employees put in their best efforts. F5 has several ways employees receive recognition, both from their peers and company leadership.

F5 employees nominate fellow employees for the **HAVE A BALL AWARD**.

This fosters peer recognition of exceptional work and employees.

THE HIGH FIVE AWARD

is a more formal quarterly award given to employees through a nomination process. A selection committee chooses up to 25 winners each quarter from the nominations, which are received from peers.

Exemplary employees may be nominated for a highly selective annual **5 STAR AWARD**. The

winners, who have exceptionally demonstrated F5's values on work during the year, are recognized with an all-expenses-paid trip as a group. Past trips have been to Mexico or Hawaii.

Employees who have stayed with F5 for 10 years also receive time off for and funds toward a **PAID VACATION**.

REFERRAL BONUSES are offered to employees who help F5 identify candidates who share our values.

Community Engagement

F5 continued to support a variety of local community events and organizations that represent our interests and passions. We remain the title sponsor of the Cascade Bicycle Club's annual Bike to Work Day in Seattle, support the Northwest Children's Fund, and are a gold level sponsor of the Juvenile Diabetes Research Foundation Beat the Bridge race. F5 also serves as the title sponsor of the St. Patrick's Day Dash, which benefits the Detlef Schrempf foundation in Seattle, and sponsors the international business case competition for global MBA students at the University of Washington.

THE 2014 BIKE MONTH AT F5 INCLUDED:

150 PARTICIPANTS

17 TEAMS

2,710 BIKE TRIPS

22,450 MILES

19,756 POUNDS OF CO₂ AVOIDED

CORPORATE DONATIONS	2013	2014
DETLEF SCHREMPF FOUNDATION	\$65,000	\$65,000
FRED HUTCHINSON CANCER RESEARCH CENTER	\$30,000	\$30,000
CASCADE CYCLING CLUB FOUNDATION	\$20,000	\$15,000
NORTHWEST CHILDREN'S FUND	\$12,000	\$17,000
SWEDISH MEDICAL CENTER PEDIATRIC CARE	\$10,000	\$5,000
JUVENILE DIABETES RESEARCH FOUNDATION	\$5,000	\$25,000
FIRST ROBOTICS	\$22,500	\$20,000
SEATTLE HOPE GALA	—	\$3,500
SPECIAL OLYMPICS	—	\$5,000
TOTAL	\$164,500	\$185,500

Employee Giving

Beyond organizations with which F5 is directly connected, employees are encouraged to be active members of their communities and give back when possible. Whether an executive-sponsored initiative, or the passion project of any employee, F5 team members are engaged in a wide array of worthy causes and are encouraged to share those with others throughout the company.

F5 Connects supports employee giving in two ways: by matching employee contributions to 501(c)3 nonprofits, and by supporting employee-led fundraisers. While 2013 was the first year we matched employee contributions, F5 has been funding employee fundraisers for some time.

F5 CONNECTS	2013	2014
EMPLOYEE CONTRIBUTIONS	\$99,750	\$125,472
F5 MATCH	\$99,750	\$125,472
F5 CONNECTS EMPLOYEE-LED FUNDRAISERS	\$89,300	\$48,000 ²
TOTAL	\$288,800	\$298,944

² This figure is an estimation calculated by F5, as fundraisers may raise more or less than the represented dollar amount.

We encourage and empower our employees to share their passions through more official channels. In future years, F5 will work to become an even more engaged and recognized community partner, and to provide more opportunities for employees to get involved in local events and organizations.

In August 2014, F5 raised over \$28,000 for Seattle Children's Hospital to help fund neurological research and uncompensated care. At our annual Dunk Tank Rodeo, food trucks, live music, good beer, and of course, a dunk tank filled with executives ready to take the plunge, employees got into the giving mood.

F5 Spokane employees have held successful fundraisers through F5 Connects, donating to both local and national organizations. F5 employees who participated in Relay for Life in Spokane have raised over \$16,000 for the American Cancer Society in the last two years alone!



INTEGRITY

WE DO WHAT WE SAY

We are already a trusted brand in the market. Customers know what they're getting with F5 products and services, and that's a good thing. Customers trust in our ability to execute, that we will do what we say we'll do, and that if it isn't getting done we will be honest about the reasons why. We meet our commitments and hold ourselves accountable.

Ethics and Policies

F5 holds itself to the highest standards of corporate governance. Under the oversight of our board of directors, we seek to protect our shareholders and deliver solid revenue and earnings growth while still honoring our responsibilities to customers, employees, partners, public officials and regulators, and the environment and communities in which we conduct business.

Specific policies, including corporate governance guidelines, ethics policies, and board committee charters can be found on our website:
f5.com/about-us/investor-relations under the "Corporate Governance" section.

F5 is committed to responsible business practices in all aspects of our operation. Our values guide our environmental policy, our approach to corporate social responsibility, and all programs that operate under that umbrella. Information regarding conflict minerals, RoHS, REACH, and other toxic substance restrictions and product recycling can be found on our website:

f5.com/about-us/corporate-social-responsibility.

Governance

F5 Networks is managed by a board of directors and currently separates the roles of chief executive officer and chairman of the board. At the end of fiscal year 2014, changes were announced that will affect board composition moving forward.

In fiscal years 2013 and 2014, John McAdam served as president and chief executive officer, responsible for setting the strategic direction of the company, providing day-to-day leadership, and guiding the performance of the company. Alan J. Higginson served as board chair, presiding at and setting agendas for board meetings. He also coordinated the board's communication with Mr. McAdam and the company's senior management team.

BOARD MEMBERS

FY 2013 AND FY 2014

ALAN J. HIGGINSON

(CHAIRMAN, INDEPENDENT)

GARY AMES (INDEPENDENT)

SANDRA BERGERON (INDEPENDENT)

DEBORAH L. BEVIER (INDEPENDENT)

JONATHAN CHADWICK (INDEPENDENT)

MIKE DREYER (INDEPENDENT)

JOHN MCADAM (PRESIDENT AND CEO)

STEVE SMITH (INDEPENDENT)

AUDIT COMMITTEE

Jonathan Chadwick, Chair

Gary Ames*, Deborah L. Bevier, Mike Dreyer,
Sandra Bergeron and Peter Klein**

Monitor the integrity of the financial statements of the company; oversee the accounting and financial reporting processes, financial risk exposures, and internal controls of the company; review the independence of the company's independent registered public accounting firm; and evaluate the results of the company's annual audit.

*Gary Ames was on the Audit committee for fiscal year 2013, but has since left the committee.

**Peter Klein joined the board and the audit committee in FY 2015.

COMPENSATION COMMITTEE

Deborah L. Bevier, Chair

Gary Ames, Alan J. Higginson, Steve Smith, and Mike Dreyer

Discharge the board's responsibilities relating to compensation of the company's executives. The committee has overall responsibility for approving, administering, and evaluating equity and other compensation plans, policies, and programs for the company, and conducts an annual compensation-related risk assessment.

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

Gary Ames, Chair

Sandra Bergeron, Alan J. Higginson, and Steve Smith

Evaluate board performance, develop corporate governance guidelines, and provide oversight with regard to corporate governance, succession, and ethical conduct. The committee is responsible for identifying and recommending nominees for election to the board, and overseeing risk related to the company's overall corporate governance profile and ratings.

Committee charters are available on our website: f5.com/about-us/investor-relations under "Corporate Governance."

Environmental Integrity

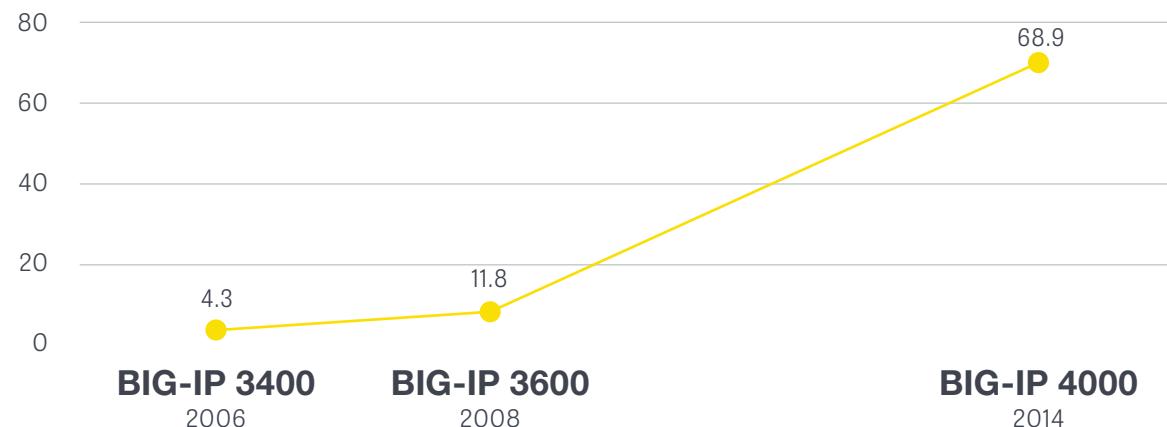
We are committed to responsible business practices in all aspects of our operations. By building environmental sustainability into our operations and processes, we are making sustainability an integral part of the technologies and solutions we provide, directly influencing the impact our operations have on resource availability and environmental quality. Reducing our footprint and improving business practices company-wide will take perseverance, but we are a company of engineers; it is in our nature to devise a better way, make improvements, and transform the systems around us.

Despite a growing headcount and the expansion of our data centers, nominal energy use has decreased over previous years. We have been working to reduce energy use through simple projects such as installing automatic light switches and timers, optimizing existing HVAC systems, and creating better hot and cold aisle separation in labs.

OUR PRODUCTS

Due to improvements in the efficiency of design and new components, our new products are able to handle more than 15 times the traffic per watt than they did less than 10 years ago.

F5 PRODUCT THROUGHPUT EFFICIENCY (KBPS PER WATT)





OUR OPERATIONS

Construction of new, more efficient data centers and upgrades to existing F5 campuses mean our facilities are using less energy to operate. In 2012, we started several pilot projects in Seattle data centers. We looked at different cooling technologies, simple solutions such as timed LED lighting and variable speed fans, and more involved options such as liquid cooling and vertical heat venting. In 2014, a new lab came online, designed from the ground up with efficiency in mind. With innovative HVAC design, LED lighting, and a custom-designed room, this data center received recognition from Seattle City Light as an excellent example of efficient design.

GLOBAL ENERGY ASSESSMENT

F5 offices are located all over the world, from single Regus sites to complete campuses. For this year's report, we expanded our energy assessment to include all of our major global facilities and worked to gather electricity use data from all offices over which we have operational control.

Some facilities proved more complex than others. For example, certain spaces only submeter a portion of their energy use. Liquid rack cooling is used in some data centers, providing an efficient

but difficult to quantify method of cooling rack-mounted equipment. Some leases include utilities as part of the base rate, and some data we were just not able to capture. However, we did establish a great internal team and we are already beginning to work with various facilities to ensure we will have better access to data next year.

In 2013, we gathered complete data from six international facilities, but in 2014, we were unable to obtain full datasets from these same facilities.

We are working to develop comprehensive data gathering, including agreements with our building site owners that allow us to increase the amount of information available in future reports. For our next CSR report we will gather comprehensive metrics and include electricity use, on-site combustion, water consumption, and waste generation from each of these facilities, and incorporate data from an increased number of major international offices.

ENERGY USE AT F5

	2013	2014
PURCHASED ELECTRICITY (KWH):	26,974,714	26,280,725
NATURAL GAS (THERMS):	10,730	10,375
GAS AND ELECTRICITY (GJ):	98,240	95,705

GLOBAL CARBON FOOTPRINT

We expanded on our carbon audit in 2013, particularly Scope 2 emissions, to represent our major U.S. facilities as well as our offices in Singapore, Sydney, Tokyo, Chertsey, and Paris. Scope 3 emissions comprise corporate air travel for all business-related flights during the year. All calculations are discussed in further detail in Appendix D, including details on the Carbon Audit process.



CARBON EMISSIONS AT A GLANCE:

2013

61

METRIC TONS

Scope 1, on-site combustion

7,523

METRIC TONS

Scope 2, purchased electricity

6,681

METRIC TONS

Scope 3, other: business travel, flights

2014

62

METRIC TONS

Scope 1, on-site combustion

8,090

METRIC TONS

Scope 2, purchased electricity

7,146

METRIC TONS

Scope 3, other: business travel, flights

SEATTLE SPOTLIGHT: RECYCLING AND WASTE

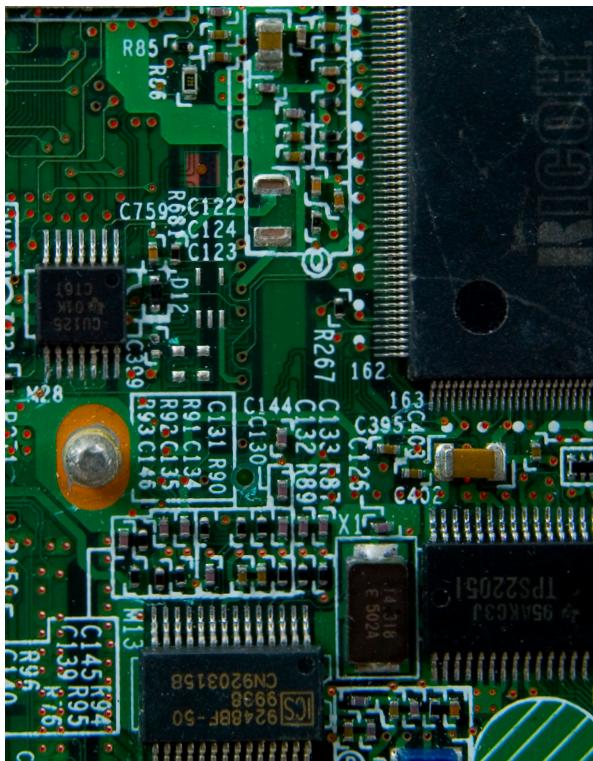
Our Seattle headquarters have compost, recycling, and trash bins in all work and break areas. In addition to F5's owned operations, one building in our Seattle headquarters contains a café. While it is not owned or operated by F5, the majority of the café customers are F5 employees, it is only open when our offices are open, and waste and energy is not submetered, so we have included the café's waste and energy use as part of our company impact.

In 2013 110.6 tons of waste were diverted from landfill, and our recycling rate was 58%. In 2014 113* tons of waste were diverted from landfill, and our recycling rate was 56%*.



WASTE COLLECTED (TONS)	2013	2014
TRASH	80.4	86.7
COMPOST	35.7	33.6
RECYCLING	74.9	79.4*
TOTAL	191.0	199.7

* Estimates based on 2013 data



CONFLICT MINERALS

In 2010, section 1502 of the Dodd Frank act implemented a new reporting law requiring companies to disclose the source of tin, tantalum, tungsten, and gold used within their products. All four metals are commonly used in electronic products. Concern over rebel-owned mines and smelters funding civil war in the Democratic Republic of Congo prompted F5 and companies throughout the electronics industry to evaluate our supply chains. F5 is committed to fulfilling the new reporting requirements and making ethical decisions about the metals used in our products. Our conflict minerals policy is available online at: f5.com/about-us/corporate-social-responsibility

Throughout 2013 and 2014, we worked with our suppliers to gather the required information, including working with business partners that offered training to our suppliers unfamiliar with the legislation and reporting. Our 2014 form SD and conflict minerals report, including our known smelter list, is available at: sec.gov/Archives/edgar/data/1048695/000104869515000010/exhibit101-conflictmineral.htm

While this particular project is very specific, it is emblematic of a key shift in the way we think about business and global partnerships. We know there are global impacts of our business decisions, and we are committed to making those impacts positive.

CUSTOMER LOYALTY

WE GO ABOVE AND BEYOND

Keeping customers happy is essential to maintaining a healthy business. Although it is our business to help customers improve performance and solve problems, our integrity is our most powerful customer engagement force. When we do our jobs the way we should, we inspire loyalty that can't be achieved purely through marketing, and that outlasts trends.

We aim to build a company culture that permeates our business and rings true to customers in every market. We know that our success is inseparable from that of our customers, and so we are committed to being great partners. Collaboration, trust, and respect are our formula for customer loyalty.

SUPPORT SATISFACTION

Customers were asked how likely they were to recommend F5 based on their support experience; in fiscal year 2013, 93 percent were "likely" or "very likely" to recommend F5 based on their support experience. In fiscal 2014, satisfaction remained very high at 92 percent.

93%
OF CUSTOMERS ARE LIKELY OR
VERY LIKELY TO RECOMMEND F5

F5 IS DEPLOYED IN:

9

OF THE FORTUNE 10
COMPANIES¹

10

OF THE TOP 10
“BEST” U.S. RETAIL
COMPANIES⁶

15

OF THE 15 EXECUTIVE
DEPARTMENTS OF
THE U.S. CABINET²

10

OF THE TOP 10
LARGEST GLOBAL
WIRELESS
CARRIERS⁹

9

OF THE TOP 10 “BEST”
U.S. NATIONAL
UNIVERSITIES⁷

10

OF THE TOP 10 “BEST”
GLOBAL BRANDS⁸

10

OF THE TOP
10 GLOBAL
AUTOMOTIVE
COMPANIES¹¹

48

OF THE FORTUNE 50
COMPANIES¹

27

OF THE TOP 30
U.S. COMMERCIAL
BANKS³

5

OF THE TOP 6
U.S. SECURITIES
COMPANIES¹³

10

OF THE TOP 10 “BEST”
GLOBAL INSURANCE
COMPANIES⁴

7

OF THE TOP 10
GLOBAL OIL AND GAS
COMPANIES¹⁰

5

OF THE TOP 5
U.S. WIRELESS
CARRIERS⁵

Data compiled in February 2015 from the following sources:
1 Fortune; 2 Whitehouse.gov; 3 Federal Reserve; 4 Investopedia.com; 5 Fierce Wireless; 6 Vault; 7 U.S. News and World Report; 8 Interbrand; 9 RCRWireless; 10 MBA Skool; 11 MBA Skool; 12 Fortune; 13 Statistica

PROFITABLE GROWTH

WE INVEST IN THE BIGGER PICTURE

F5 has grown from a small startup and is now succeeding and thriving as a large company. Our goal is to continue to grow. We'd like to welcome more employees into our fold, serve more customers, and drive sustained financial success by doing what we do well.

Fiscal years 2013 and 2014 successfully brought us another step forward in furthering our growth goals. Our financial approach has served us well, and we are confident in the continuing success of our approach so our priorities remain consistent. We will build on our past performance, driven by the collaborative efforts of our employees, and expect to see F5 sustain this pattern of growth and financial success over the next two years.

REVENUE (IN THOUSANDS)

	FY 2011	FY 2012	FY 2013	FY 2014
AMERICAS	\$ 676,868	\$ 793,382	\$ 851,907	\$985,796
EMEA	\$ 240,453	\$ 294,191	\$ 327,109	\$404,300
APAC	\$ 159,689	\$ 199,153	\$ 219,247	\$251,819
JAPAN	\$ 74,824	\$ 90,521	\$ 83,051	\$90,131
TOTAL	\$ 1,151,834	\$ 1,377,247	\$ 1,481,314	\$1,732,046

PERFORMANCE HIGHLIGHTS

2013 FISCAL YEAR

\$0 DEBT

\$1.48B IN REVENUE

8% INCREASE IN NET REVENUE

\$277M NET INCOME

\$210M R&D EXPENSE

\$6.7B MARKET CAP¹

327 NET NEW EMPLOYEES HIRED

3,356 FULL-TIME EMPLOYEES

54 NEW PATENTS ISSUED

2014 FISCAL YEAR

\$0 DEBT

\$1.73B IN REVENUE

17% INCREASE IN NET REVENUE

\$311M NET INCOME

\$264M R&D EXPENSE

\$8.7B MARKET CAP²

478 NET NEW EMPLOYEES HIRED

3,835 FULL-TIME EMPLOYEES

42 NEW PATENTS ISSUED



¹ AS OF SEPTEMBER 30, 2013

² AS OF SEPTEMBER 30, 2014

ABOUT THIS REPORT

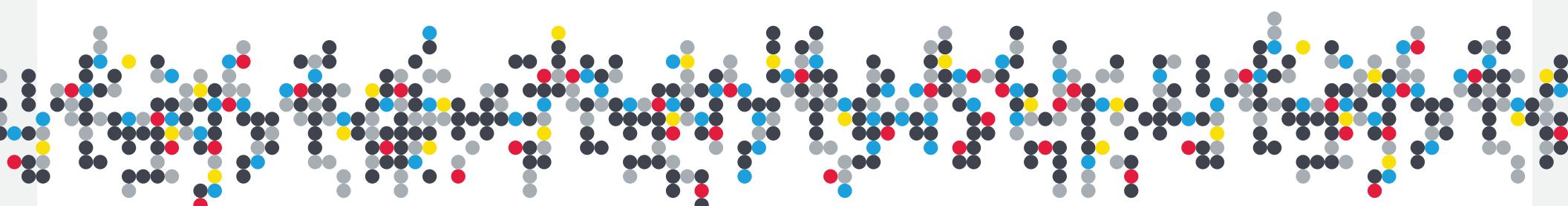
This report details operations at major facilities under operational control of F5 during fiscal years 2013 and 2014, unless otherwise stated. Some projects began during fiscal year 2014 are not yet complete and are therefore not included in this report.

This is the third Corporate Social Responsibility (CSR) report for F5 Networks, Inc., and the first year in which we report on international metrics for energy and carbon, and more explicitly divide our employee statistics by region. We are working to continuously expand the boundaries for future reports. However, the expansion to international reporting presented some challenges for gathering data. Many initiatives are underway to overcome those challenges and gain a better perspective on our international supply chain and global operations.

STAKEHOLDERS

We work with suppliers to gather material declarations, labor statements, and conflict mineral disclosures. Customers and industry groups continue to express interest in CSR activities, particularly energy and environmentally focused efforts, and we strive to meet their needs for social responsibility in their supply chains. Beyond the annual report and 10k financial disclosures, F5 details projects and progress with stakeholders on an individual basis.

This report was written with consultation from a variety of internal stakeholders. Similar to previous reports, a team was assembled from across various departments at F5; these included members from the legal, finance, facilities, human resources, manufacturing, and communications teams. This allows us to present a broad perspective and examine relevant efforts throughout the company.



REPORT CONTENT

Indicators included in this report have been determined according to criteria similar to those in our previous report. Though there are many more projects underway than we are able to detail in this year's report, the available data dictated primary topics and metrics. Key questions that governed indicator selection are as follows:

Have stakeholders expressed interest in the indicator or similar information?

Is the indicator relevant to F5 operations?

Is the necessary information currently tracked or available at F5?

An index of Global Reporting Initiative (GRI) indicators can be found at the end of the report. Most material indicators are covered in the report and mapped in the index, while others are answered directly in the index table.

FUTURE REPORTS

This year F5 has decided to switch from annual to biennial reporting. We believe this will allow a greater focus on projects and yield a more complete report. A two-year reporting cycle more accurately reflects the timelines of many of our initiatives and allows time spent on annual reporting to be spent on project management. We will continue to release an annual update detailing certain metrics such as energy, carbon, water, waste, employment, and financials.

With that plan in place, F5 will release the next full report in 2017 detailing fiscal years 2015 and 2016. We will continue using the Global Reporting Initiative format and will report using the GRI's G4 guidelines in future reports.

In the interim, we will continue making progress on our social responsibility and environmental projects. We will work to develop our social responsibility stakeholder engagement and create better channels of communication within the company.

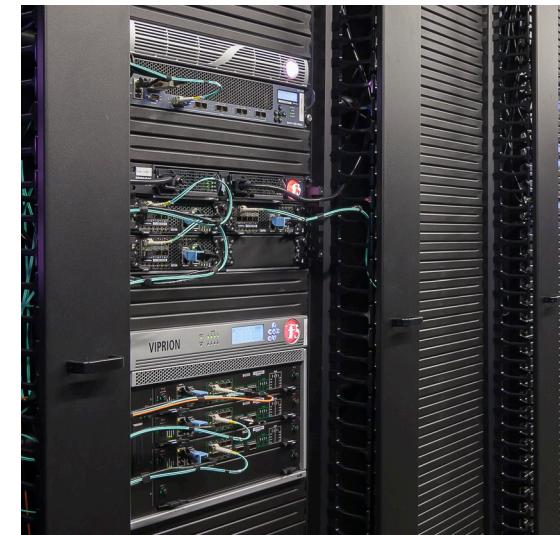
We welcome any questions, requests for information, or suggestions at any time at corresponsibility@f5.com.

Looking Ahead

For future reports, our next task will be to create a company-wide corporate social responsibility strategy, which will entail introducing major changes within CSR efforts. As the CSR committee shifts roles from reporting to stewardship, we are working to ensure efforts are less siloed. We have, up until this point, solved problems as they apply to customers and single departments. We are working to replace this with an overall CSR roadmap, project plan, and integrate CSR thinking through the company.

ENVIRONMENTAL AND ENERGY INITIATIVES

A major focus for the next two years is improved energy data gathering, including working with landlords, expanding our own internal systems, and improving our ability to separate out data center energy use from whole-building use. Other efforts include further reductions to toxic chemicals in F5 products, improved transparency of environmental efforts and product declarations, and continuing to develop pieces of an environmental management system.



SUPPLY CHAIN

F5 recently added questions surrounding labor, environmental management systems, and the EICC code of conduct to questionnaires sent out to our supply chain to more closely examine policies and practices of our suppliers to ensure they are providing safe and ethical working conditions for their employees. The responses will be used to establish a baseline standards and plans for improvement amongst our supply chain. Rather than making these questions a separate request, adding them to our standard supply chain surveys increases the response rate. This will provide us with a clearer look at what our supply chain is doing and where we need to implement corrective actions.

APPENDIX A

OPERATIONS

OPERATIONS

Although F5 is headquartered in Seattle, our operations network produces, distributes, and markets technology and related services to customers in more than 70 countries. For energy use and carbon emissions disclosures, only major facilities worldwide are represented. Other facilities do not fall under F5 operational control or have not yet been assessed.

	FACILITY	EMPLOYEES*	PRIMARY BUSINESS ACTIVITIES
AMERICAS	SEATTLE, WA	1,144	Global headquarters, product development, professional services (includes manufacturing and customer support), sales, marketing
	BELLEVUE, WA	24	Product development, professional services
	BOULDER, CO	28	Product development, professional services
	LOWELL, MA	140	Product development, sales, professional services
	RESTON, VA	13	Sales
	SAN JOSE, CA	253	Product development, sales, marketing
	SPOKANE, WA	198	Product development, professional services
EUROPE, MIDDLE EAST, AND AFRICA	AMSTERDAM, NETHERLANDS	18	Sales, professional services
	CHERTSEY, UK	186	EMEA headquarters, professional services, Sales
	DUBAI, UAE	20	Sales
	LONDON, UK	175	Sales
	MUNICH, GERMANY	50	Sales

	FACILITY	EMPLOYEES*	PRIMARY BUSINESS ACTIVITIES
EUROPE, MIDDLE EAST, AND AFRICA	PARIS, FRANCE	44	Sales
	SPAIN (ALL)	12	Sales
	TEL AVIV, ISRAEL	204	Product development, professional services
	TOMSK, RUSSIA	83	Product development
ASIA PACIFIC AND JAPAN	AUCKLAND, NEW ZEALAND	14	Sales, professional services
	BEIJING, CHINA	48	China headquarters, professional services, sales
	MELBOURNE, AUSTRALIA	27	Sales, professional services
	PERTH, AUSTRALIA	5	Sales
	SEOUL, SOUTH KOREA	10	Sales
	SINGAPORE	169	APAC headquarters, professional services, sales
	TOKYO, JAPAN	125	Japan headquarters, professional services, sales
	SYDNEY, AUSTRALIA	35	Professional services, sales

PRINCIPAL SALES TERRITORIES

Argentina	Iceland	Philippines
Australia	India	Poland
Austria	Indonesia	Portugal
Belgium	Ireland	Qatar
Brazil	Israel	Romania
Bulgaria	Italy	Russia
Canada	Japan	Saudi Arabia
Chile	Korea	Senegal
China	Kuwait	Singapore
Colombia	Latvia	Slovakia
Costa Rica	Lithuania	Slovenia
Croatia	Luxembourg	South Africa
Cyprus	Macedonia	Spain
Czech Republic	Malaysia	Sweden
Denmark	Malta	Switzerland
Ecuador	Mexico	Taiwan
Egypt	Morocco	Thailand
Estonia	Netherlands	Trinidad & Tobago
Finland	New Zealand	Turkey
France	Nigeria	UAE
Germany	Norway	United Kingdom
Greece	Oman	United States
Hong Kong	Panama	Venezuela
Hungary	Peru	Vietnam

APPENDIX B

EMPLOYEE STATISTICS

GLOBAL WORKFORCE STATISTICS

TABLE 1: EMPLOYEES BY REGION AND GENDER (2013-2014)

REGION	MALE	FEMALE	2013 TOTAL	MALE	FEMALE	2014 TOTAL
AMERICAS	1,758	402	2,160	1,996	440	2,436
APAC	306	85	391	357	93	450
EMEA	580	109	689	692	128	820
JAPAN	95	22	117	105	24	129
TOTAL	2,739	618	3,357	3,150	685	3,835

TABLE 2: EMPLOYEES BY JOB FUNCTION AND GENDER (2013-2014)

REGION	MALE	FEMALE	2013 TOTAL	MALE	FEMALE	2014 TOTAL
GENERAL ADMINISTRATION	174	173	347	190	197	387
GLOBAL SERVICES	740	120	860	901	143	1,050
MARKETING	103	53	156	148	62	210
PRODUCT DEVELOPMENT	781	140	921	902	152	1,054
SALES QUOTA	311	39	350	369	45	414
SALES SUPPORT	630	93	723	634	86	720
TOTAL	2,739	618	3,357	3,144	685	3,835

TABLE 3: EMPLOYEES BY JOB FUNCTION, REGION, AND GENDER (2014)

REGION

GA	FEMALE	MALE	TOTAL
AMERICAS	141	160	301
APAC	27	7	34
EMEA	24	21	45
JAPAN	5	2	7
TOTAL	197	190	387

GLOBAL SERVICES	FEMALE	MALE	TOTAL
AMERICAS	76	540	616
APAC	25	135	160
EMEA	32	188	220
JAPAN	10	44	54
TOTAL	143	907	1,050

MARKETING	FEMALE	MALE	TOTAL
AMERICAS	47	118	165
APAC	7	10	17
EMEA	6	15	21
JAPAN	2	5	7
TOTAL	62	148	210

REGION

PD TOTAL	FEMALE	MALE	TOTAL
AMERICAS	118	692	810
APAC		1	1
EMEA	34	208	242
JAPAN		1	1
TOTAL	152	902	1,054

SALES QUOTA	FEMALE	MALE	TOTAL
AMERICAS	10	160	170
APAC	18	86	104
EMEA	16	104	120
JAPAN	1	19	20
TOTAL	45	369	414

SALES SUPPORT	FEMALE	MALE	TOTAL
AMERICAS	48	326	374
APAC	16	118	134
EMEA	16	156	172
JAPAN	6	34	40
TOTAL	86	634	720

TABLE 4: NEW HIRES AND TERMINATIONS BY GENDER AND AGE GROUP (2013-2014)

REGION	AGE GROUP	NEW HIRES		NEW HIRE TERMINATIONS		TOTAL TERMINATIONS	
		FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
AMERICAS							
USA	< 30	38	129	1	7	19	32
	30-50	116	516	4	12	54	288
	> 50	19	105	1	8	20	64
CANADA	< 30	—	1	—	—	—	—
	30-50	1	16	—	—	1	8
	> 50	—	1	—	—	—	—
LATAM	< 30	—	1	—	—	—	—
	30-50	2	15	—	1	1	3
APAC							
	< 30	11	15	—	1	3	9
	30-50	30	154	2	5	25	94
	> 50	2	8	2	5	2	7
EMEA							
	< 30	23	87	—	6	5	23
	30-50	38	247	1	13	22	112
	> 50	2	26	1	2	5	15
JAPAN							
	< 30	—	3	—	1	—	1
	30-50	8	36	—	2	4	27
	> 50	—	7	—	1	—	5

TABLE 5: EMPLOYMENT CONTRACT AND TURNOVER RATES BY GENDER (2013)

	MALE	FEMALE	TOTAL
TOTAL EMPLOYEES	2,743	614	3,357
PART TIME	2	4	6
FULL TIME	2,741	610	3,351
CONTRACT	N/A	N/A	255
NEW HIRES	634	132	766
TERMINATION OF NEW HIRES	33	4	37
TOTAL TERMINATIONS	370	73	443
TURNOVER RATE	14.2%	12.4%	13.9%

TABLE 6: EMPLOYMENT CONTRACT AND TURNOVER RATES BY GENDER (2014)

	MALE	FEMALE	TOTAL
TOTAL EMPLOYEES	3,152	683	3,835
PART TIME	2	3	5
FULL TIME	3,150	680	3,830
CONTRACT	N/A	N/A	336
NEW HIRES	733	158	891
TERMINATION OF NEW HIRES	32	8	40
TOTAL TERMINATIONS	320	88	408
TURNOVER RATE	10.9%	13.6%	11.3%

APPENDIX C

EMPLOYEE BENEFITS

GLOBAL EMPLOYEE BENEFIT OFFERINGS

Employee benefits vary by region as local customs, holidays, and laws dictate different required and common benefits. Variation in F5's benefits reflect these regional standards.

TABLE 7: F5 EMPLOYEE BENEFITS BY REGION

REGION

THE FOLLOWING APPLY TO ALL US EMPLOYEES AND DO NOT VARY BY LOCATION.

	BENEFITS	FULL TIME	PART TIME	TEMP. FT	TEMP. PT
UNITED STATES	401(k) & 401(k) company match	X	X	X	X
	Employee stock purchase plan Part-time or seasonal employee whose customary employment is greater than 20 hours per week and greater than 5 months per calendar year are eligible to participate in the ESPP offering	X	X	X	X
	Medical, dental, vision and Rx coverage	X			
	Company-paid life, AD&D, short-term and long-term disability insurance Optional life & AD&D for employee and family	X			
	Parental leave	X			
	Disability/invalidity coverage	X			
	Paid time off (PTO)	X	X	X	X
	Sick leave	X	X	X	X
	Part-time employees are eligible for PTO, temporary employees receive up to 9 days of paid sick leave	X	X	X	

REGION

THE FOLLOWING APPLY TO ALL US EMPLOYEES AND DO NOT VARY BY LOCATION.

BENEFITS	FULL TIME	PART TIME	TEMP. FT	TEMP. PT
Paid holidays	X	X		
Paid jury duty	X	X		
Paid bereavement leave	X	X		
Tuition assistance	X			
Employee assistance program	X			
Travel assistance program	X			
Travel accident program	X			
Identity theft program	X			
Pre-tax health and day care accounts	X			
Pre-tax transit and parking benefit	X			
Onsite parking/stipend (Seattle employees only)	X			

THE FOLLOWING APPLY TO ALL CANADIAN EMPLOYEES AND DO NOT VARY BY LOCATION.

RRSP company match	X	X	X	X
Participation in the ESPP offering	X	X	X	X
Life insurance	X			
Supplemental health care (medical, dental, vision, Rx)	X			
Disability/invalidity coverage	X			

REGION

	BENEFITS	THE FOLLOWING APPLY TO ALL US EMPLOYEES AND DO NOT VARY BY LOCATION.			
		FULL TIME	PART TIME	TEMP. FT	TEMP. PT
CANADA	Parental leave	X			
	In addition to statutory holidays, provide 1-2 floating holidays to bring the employee up to 10 paid holidays/year				
	Paid vacation time in excess of statutory allotment after year 1 (does not apply to Saskatchewan)				
	Tuition assistance				
THE FOLLOWING APPLY TO ALL LATAM EMPLOYEES.					
MEXICO	F5 provides statutory benefits as well as a stipend to cover competitive non-statutory benefits as appropriate for each country (e.g., health care, life insurance, auto expenses)				
ARGENTINA					
CHILE					
COLUMBIA					
BRAZIL					

EUROPEAN REGION BENEFITS ARE NOT INCLUDED IN THIS REPORT.

RETIREMENT PLAN OFFERINGS

F5 offers a company-matched defined contribution plan (401(k)) to all U.S. employees. Company match is a percentage of the employee's contribution (50 percent, capping at \$4,000). According to 2013 NDT results, 81 percent of employees participate in this program.

There are no retirement benefits in Canada or LATAM, other than what may be required by law (e.g. social security benefits).

APPENDIX D

EMISSIONS AND ENERGY USE

ABOUT THE CARBON AUDIT

In 2013, F5 expanded the carbon audit to include all U.S. facilities and major global facilities over which F5 has operational control. This includes the offices in Seattle, Washington; San Jose, California; Spokane, Washington; Lowell, Massachusetts; and New York, New York in the U.S. International offices represented are Singapore; Sydney, Australia; Tokyo, Japan; Paris, France; and Chertsey, United Kingdom. Missing in the 2013 data set is gas use in the Seattle facility.

Electricity emission calculations are based on grid mix information from the relevant utilities, with emission factors calculated using utility reports, or where those are not available, EPA or EIA regional numbers. Purchased electricity emissions are calculated using EPA estimates for emissions from various generation sources and factored using the appropriate grid mix. The only fuel used on-site at F5 (other than natural gas for HVAC) is diesel, for use in backup electricity generating systems. Diesel use in 2013 reflects operational tests only, as a load was never required of these systems.

Conversions for passenger air miles are based on U.K. Department of Environment, Food and Rural Affairs (DEFRA) 2012 Greenhouse Gas Conversion Factors; airport distances are calculated using great circle distance with a DEFRA-suggested 9 percent uplift factor. Each connecting leg of flights is calculated independently.

The 2014 carbon audit had more data gaps than the 2013 audit; in some cases (noted in the 2014 chart) estimates were used for actual energy use. Continued improvements in both data center and office space efficiency in major offices has contributed to ongoing nominal drops in electricity use. F5 expects these trends to continue as new offices and office renovations transition to LED lighting with light sensors, improved HVAC systems, and better data center design.

EMISSIONS

TABLE 8: F5 EMISSIONS, BY REGION

	2013	2014
SCOPE 1 -- ON-SITE COMBUSTION		
UNITED STATES	138,260	134,990
HEATING GAS	124,940	121,670
FUEL	13,320	13,320
TOTAL	138,260	134,990
SCOPE 2 -- PURCHASED ELECTRICITY		
UNITED STATES	13,573,540	12,375,664
AMERICAS (NON-US)		
EMEA	1,890,942	1,890,942
APJ	2,371,221	2,319,130
OTHER		
TOTAL	17,835,702	16,585,735
SCOPE 3 -- OTHER MATERIAL EMISSIONS		
FLIGHTS (GLOBAL, FY2011)	15,756,206	14,731,288
TOTAL	15,756,206	14,731,288
TOTAL CO₂E (LBS)	33,730,168	31,452,013

ENERGY USE

Due to several factors, F5 was unable to gather data on some sites in 2014 upon which the company had successfully gathered data for in 2013. In these cases, unaltered data from 2013 has been utilized to estimate 2014 usage. The goal is to provide better comparison of year-to-year changes in U.S. energy use within the global context of the company. F5 will work to gather this data and update with new information through the Carbon Disclosure Project reporting portal.

TABLE 9: F5 ENERGY USE, BY MAJOR FACILITIES AND REGION (2013)

2013	PURCHASED ELECTRICITY (KWH)	NATURAL GAS (THERMS)	GAS AND ELECTRICITY (GJ)
USA			
SEATTLE, WA USA	15,481,714	77	55,742
SPOKANE, WA USA	2,571,600	6,330	9,925
SAN JOSE, CA USA	2,829,560	4,246	10,634
LOWELL, MA USA	3,794,300	—	13,659
NEW YORK, NY USA	256,480	—	923
US TOTAL*	24,933,654	10,730	90,892
APAC			
SINGAPORE	780,737	—	2,810
TOKYO, JAPAN	337,505	—	1,215
SYDNEY, AUSTRALIA	46,801	—	168
APAC TOTAL*	1,165,043	—	4,194
EMEA			
CHERTSEY, UK	768,688	—	2,767
PARIS, FRANCE	107,329	—	386
EMEA TOTAL*	876,017	—	3,153
GLOBAL TOTAL	26,974,714	10,730	98,240

TABLE 10: F5 ENERGY USE, BY MAJOR FACILITIES AND REGION (2014)

2014	PURCHASED ELECTRICITY	NATURAL GAS (THERMS)	GAS AND ELECTRICITY (GJ)
USA			
SEATTLE, WA USA	15,406,642	23	55,466
SPOKANE, WA USA	2,854,200	5,840	10,891
SAN JOSE, CA USA	3,095,200	4,512	11,619
LOWELL, MA USA	2,231,260	—	8,033
NEW YORK, NY USA	392,320	—	1,412
US TOTAL*	23,979,622	10,375	87,421
APAC			
SINGAPORE	780,738**	—	2,811
TOKYO, JAPAN	313,276**	—	1,128
SYDNEY, AUSTRALIA	46,081**	—	166
APAC TOTAL*	1,140,095	—	4,104
EMEA			
CHERTSEY, UK	768,688**	—	2,767
PARIS, FRANCE	392,320**	—	1,412
EMEA TOTAL*	1,161,008	—	4,180
GLOBAL TOTAL	26,280,725	10,375	95,705

*THE TOTALS LISTED REPRESENT THE AVAILABLE DATA FROM THE FACILITIES LISTED IN 2013. F5 HAS MANY ADDITIONAL SMALL OFFICE SITES NOT YET INCLUDED IN THIS LIST.
 FOR A COMPLETE LIST OF OFFICE SITES, PLEASE SEE APPENDIX A.

** ESTIMATE BASED ON 2013 USE.

APPENDIX E

GRI INDEX

This report is organized and presented in alignment with the Global Reporting Initiative's (GRI) G3.1 guidelines. Appendix E shows which G3.1 indicators and material aspects we cover in this Report and where to find them. This information has been self-assessed at level C.

STANDARD DISCLOSURES

DESCRIPTION		LOCATION OF INFORMATION	PAGE
1.1	Statement from the most senior decision-maker of the organization.	Welcome to F5	3
ORGANIZATIONAL PROFILE			
2.1	Name of the organization.	About This Report	35
2.2	Primary brands, products, and/or services.	About F5	4
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Appendix A: Operations	38
2.4	Location of organization's headquarters.	About F5, Appendix A: Operations	4, 38
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Appendix A: Operations	38
2.6	Nature of ownership and legal form.	F5 is a publicly traded corporation (NASDAQ: FFIV)	—
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Appendix A: Operations	32, 38
2.8	Scale of the reporting organization.	Performance Highlights, Appendix A: Operations, Appendix B: Employee Statistics	34, 38, 40
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Governance, About This Report	23, 35
2.10	Awards received in the reporting period.	2014 Awards, 2013 Awards	8, 9
REPORT PARAMETERS			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	About This Report	35
3.2	Date of most recent previous report (if any).	Fiscal Year 2012	—

	DESCRIPTION	LOCATION OF INFORMATION	PAGE
3.3	Reporting cycle (annual, biennial, etc.).	About This Report	35
3.4	Contact point for questions regarding the report or its contents.	Contact Information	55
3.5	Process for defining report content.	About This Report	35
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	About This Report	35
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	About This Report	35
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	About This Report	35
3.10	Explanation of the effect of any restatements of information provided in earlier reports, and the reasons for such restatement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	About This Report	35
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Global Energy Assessment, About This Report	27, 35
3.12	Table identifying the location of the Standard Disclosures in the report.	Appendix E: GRI index	51
GOVERNANCE, COMPLIANCE, AND ENGAGEMENT			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Governance	24
4.2	Indicate whether the chair of the highest governance body is also an executive officer.	Governance	24
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Governance	24
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Governance	24
4.14	List of stakeholder groups engaged by the organization.	About This Report	35
4.15	Basis for identification and selection of stakeholders with whom to engage.	About This Report	35

PERFORMANCE INDICATORS (GRI C LEVEL)

INDICATOR	DESCRIPTION	LOCATION OF INFORMATION	PAGE
EN3	Direct energy consumption by primary energy source.	Environmental Integrity, Appendix D: Emissions & Energy Use	27, 47
EN4	Indirect energy consumption by primary source.	Environmental Integrity, Appendix D: Emissions & Energy Use	27, 47
EN5	Energy saved due to conservation and efficiency improvements.	Environmental Integrity, Appendix D: Emissions & Energy Use	27, 47
EN6	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives.	Environmental Integrity, Looking Ahead	25, 37
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Environmental Integrity, Looking Ahead	25, 37
EN16	Total direct and indirect greenhouse gas emissions by weight.	Environmental Integrity, Appendix D: Emissions & Energy Use	28, 47
EN17	Other relevant indirect greenhouse gas emissions by weight.	Appendix D: Emissions & Energy Use	47
EN19	Emissions of ozone-depleting substances by weight.	No significant use	—
EN20	NOx, SOx, and other significant air emissions by type and weight.	No significant emissions	—
EN22	Total weight of waste by type and disposal method.	Environmental Integrity	29
EN23	Total number and volume of significant spills.	No significant spills	—
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Appendix B: Employee Statistics	40
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Appendix B: Employee Statistics	40
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Appendix B: Employee Statistics	40
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Appendix B: Employee Statistics	40
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Governance, Appendix B: Employee Statistics	24, 40

INDICATOR	DESCRIPTION	LOCATION OF INFORMATION	PAGE
HR2	Percentage of significant suppliers, contractors, and other business partners that have undergone human rights screening, and actions taken.	Looking Ahead	37
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations, and other community investments, retained earnings, and payments to capital providers and governments.	Performance Highlights	34
EC3	Coverage of the organization's defined benefit plan obligations.	Appendix C: Employee Benefits	44
EC4	Significant financial assistance received from government.	None	—

CONTACT INFORMATION

Financial Information

f5.com/about-us/investor-relations

Employee Benefits Information and Careers

f5.com/about/careers

Board of Directors and Executive Profiles

f5.com/about-us/our-story/leadership

Social Responsibility and Environmental Compliance at F5

f5.com/about-us/corporate-social-responsibility

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