



2024

# F5 Diversity & Inclusion Report

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# Message from F5's Chief People Officer

At F5, our purpose is to help each other thrive while building a better digital world. We firmly believe that fostering a sense of belonging and embracing diverse perspectives is vital for igniting creativity, driving innovation, and unlocking the full potential of every individual.

Since the launch of our Inclusion, Diversity, Equity & Allyship (IDEA) initiative in 2019, we've made meaningful strides toward creating a workplace where everyone feels valued, supported, and empowered. From implementing equitable hiring practices and nurturing our Employee Inclusion Groups (EIGs) to advancing impactful community programs, these efforts have not only enriched our culture, but also strengthened connections that help us grow together.

This commitment to helping each other, our customers, and our partners thrive is foundational to who we are as a company and one of the key reasons I joined F5. Looking ahead, we will deepen our efforts to embed equity and inclusion into every aspect of our organization. By doing so,

we will ensure that the diversity and strength of our workforce reflect the global communities and customers we proudly serve.

By bringing together unique perspectives and experiences, we will continue to create innovative solutions that address the complexities of today's digital world. At the same time, we will strengthen investments in partnerships that expand access to education, economic opportunities, and community development—solidifying inclusion as a cornerstone of our operations and culture.

This report highlights the progress we've made and the path ahead as we continue to evolve. F5's unwavering dedication to fostering belonging and empowering success ensures that, together, we will thrive and create extraordinary impact—for our employees, customers, partners, and communities.



**Lyra Schramm**  
Chief People Officer

# Belonging at F5

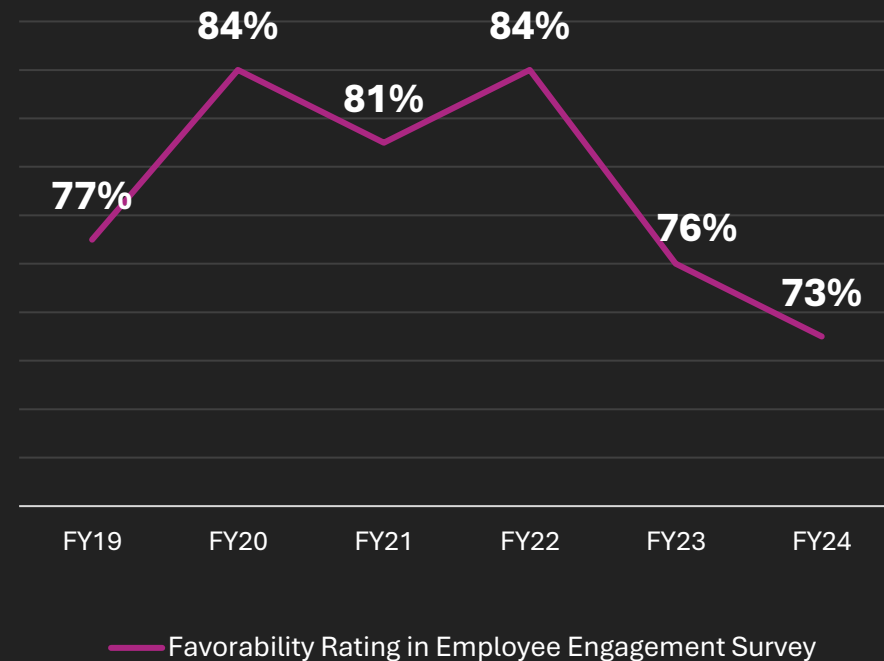
A measure of our inclusive culture is whether our employees feel they belong at F5. We believe that building belonging for everyone at F5 helps employees love what they do and the company they do it with.

In each engagement survey over the last five years, we have asked employees to rate, "I feel a sense of belonging at F5." Since our highest scores in FY20 and FY22, we have seen a decline in our score.

While our employees consistently report strong team relationships and positive sentiments about F5's culture as key factors of their belonging, we have also observed a shift in the perceptions of what it means to belong at F5. Increasingly, F5ers associate their belonging with the wider company's results and direction, in addition to common individual inclusion factors like authenticity or equity.

Because belonging remains a key measure of our inclusive culture going forward, this shift in employee perception helps inform our strategy for 2025, by clarifying that we need to nurture the aspects of belonging that connect employees personally to F5's purpose and strategic direction. We believe a high sense of belonging ensures everyone is an integral part of our collective success and unlocks the full potential of our diversity.

## "I feel a sense of belonging at F5"



# Our representation metrics at F5

Over the past five years, F5 has made progress towards more diverse representation, but we recognize how much remains to be done. We are committed to advancing our strategies with data-driven insights, using data not just to measure, but to drive meaningful change. By continuously refining our approach, we aim to navigate the complexity of diversity, working toward a more inclusive and equitable future.

## Global Gender Diversity

This year's data highlights five years of modest growth in F5's global representation for women employees overall, and specifically, women in management roles.

## U.S. Race & Ethnicity

In the U.S., our focus on Black/African American and Hispanic/Latino representation has resulted in minimal total increases in F5's diversity and is significantly behind the pace we planned over a period of five years.

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These results demonstrate that our IDEA-led hiring practices, employee engagement programs, and professional development investments only go so far. To keep fostering an inclusive culture for everyone at F5, we have significant work ahead to increase our diverse representation. In addition to building equity into all our people processes at F5, our efforts to hire, retain, progress, and develop a diverse workforce will have the most impact on increasing our representation. As we evolve our strategy in 2025, tracking these key representation metrics continues to be a priority to help hold us accountable to our stakeholders inside and outside F5.

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# F5's Representation Data



FY19



FY24

## Global Gender Diversity\*

### Total Workforce

Male	Female	Non-Binary **	Prefer not to say
<b>74.0%</b>	<b>25.7%</b>	<b>0.1%</b>	<b>0.2%</b>
77.6%	22.3%	<0.1%	<0.1%

### Management \*\*\*

<b>75.0%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>
80.1%	19.9%	0.0%	0.0%

## U.S. Race & Ethnicity\*

American Indian or Alaskan Native	Asian	Black or African American	Hispanic or Latino(a)	Native Hawaiian or Other Pacific Islander	Two or More Races	White	N/A
<b>0.3%</b>	<b>26.5%</b>	<b>3.7%</b>	<b>5.3%</b>	<b>0.3%</b>	<b>3.1%</b>	<b>60.8%</b>	<b>&lt;0.1%</b>
0.4%	22.2%	2.1%	4.7%	0.3%	2.9%	67.3%	0.1%

### Footnotes

\* F5's historical representation data may differ slightly due to rounding and refinements in methodology or data capture year over year. Unless otherwise indicated, data presented is a snapshot taken on September 30 of the year referenced. Numbers also may not add up to 100% and include employees who did not disclose.

\*\* In FY22, F5 began to include Nonbinary as a category (U.S. only).

\*\*\* Management is defined as having one or more direct report.



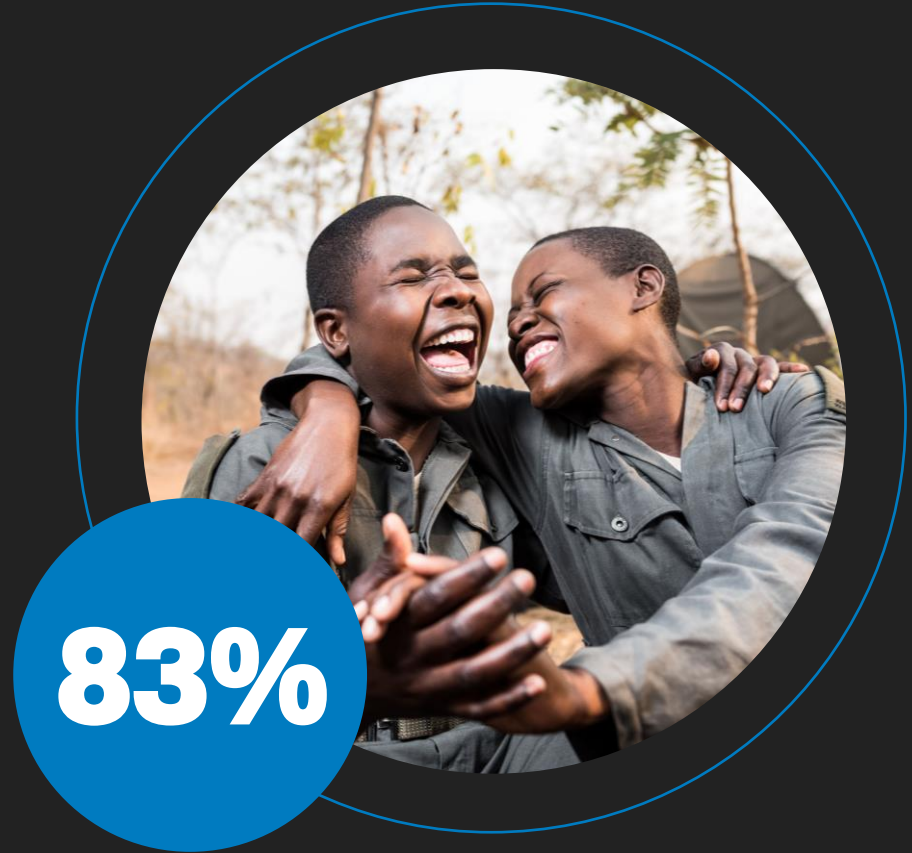
# F5 Global Good

[Global Good](#) is F5's community development initiative that amplifies our commitment to IDEA.

F5 granted \$1.2M to 41 nonprofits around the world in FY24, led by grant selection committees of 83 employees from across the company.

Every year, F5ers seek out innovative approaches from nonprofit organizations that will help build the pipeline of leaders among women and girls of color for our [STEM Education grants](#) and help address climate justice in our [Tech for Good grants](#).

The result is a more equitable approach to community development that engages a diverse group of employees in F5's grant selection process and directs our funding to the communities that need our support most.



of all F5 Global Good grant funding in FY24 was directed to nonprofit organizations serving majority **people of color and marginalized racial and ethnic communities.**

# Employee Inclusion Groups at F5

Since launching our first Employee Inclusion Group (EIG) in 2013, F5 now proudly supports seven EIGs that connect employees across the 47 countries where we operate. These groups provide spaces for employees and allies to collaborate, share experiences, and foster a sense of belonging.

In FY24, participation in EIGs grew by 15%, driven by intersectional events that strengthened bonds across identity groups. A third of our employees actively engage in at least one EIG, underscoring the importance of these communities in shaping our inclusive culture. This year, the newly launched A&PI EIG expanded support for the Asian and Pacific Islander community as well.

EIG leaders continue to be recognized for their efforts building a thriving community of diverse employees across F5 through quarterly bonuses; and each EIG is backed by an Executive Sponsor—a senior leader (VP or above) who elevates the group's mission and ensures alignment with F5's strategic goals.

To align efforts with employee needs, we also introduced the EIG Annual Survey in FY24, giving members a voice and helping guide future initiatives.



**F5 Connects Women**  
2013



**F5 Latinx e Hispanos Unidos**  
2019



**F5 Pride**  
2016



**F5 Ability**  
2020



**F5 Veterans**  
2016



**F5 Asian & Pacific Islander**  
2024



**F5 Appreciates Blackness (FAB)**  
2018

*For more information on our EIG's achievements in 2024, you can [read more here](#).*



# Looking Ahead to 2025

Over the past five years, we have made significant strides in building a more diverse and inclusive F5. However, we recognize that this journey is far from complete. While we are proud of the progress we've achieved, there is still much more to do to create the lasting impact we envision.

As we look ahead to 2025, we remain unwavering in our commitment to diversity and inclusion, and we are deepening our long-term investments to drive meaningful and sustained change across the company.

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As we evolve our strategy, you can expect to see the following core values anchor our commitment to building a more diverse and inclusive F5:

- **Belonging:** We believe an F5 where everyone belongs is an F5 where everyone can reach their full potential.
  - **Diversity:** We believe our differences—when embraced with humility and respect—drive smarter decisions, increased innovation, stronger performance, and a culture where everyone can be themselves.
  - **Equity:** We believe F5 can achieve its purpose as a company, to help each other thrive and build a better digital world, by helping address inequities in our communities.
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# Additional Resources

## F5 Diversity & Inclusion Reports

[2023 Diversity & Inclusion Report](#)

[2022 Diversity & Inclusion Report](#)

[2021 Diversity & Inclusion Report](#)

## F5 EEO-1 Reports

F5's annual EEO-1 reports, based on date ranges and categories required by the U.S. federal government, are also available for download.

[2023 EEO-1 Report >](#)

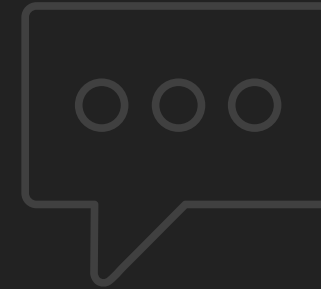
[2021 EEO-1 Report >](#)

[2019 EEO-1 Report >](#)

[2022 EEO-1 Report >](#)

[2020 EEO-1 Report >](#)

[2018 EEO-1 Report >](#)



If you have any questions or feedback about F5's IDEA report, programs, or progress, please contact our Environmental, Social & Governance (ESG) Team at [esgreport@f5.com](mailto:esgreport@f5.com).

