Modern Slavery and Forced Labor Statement

For Fiscal Year Ended December 31, 2024

Introduction

Modern slavery and forced labor are grave violations of fundamental human rights and constitute criminal offenses. These include slavery, servitude, forced labor, human trafficking, and child labor, which deprive individuals of their freedom and subject them to exploitation for commercial or personal gain.

At Check Point Software Technologies Ltd. and its consolidated subsidiaries (collectively, "Check Point", or "the Company"),[1] we maintain a zero-tolerance approach to modern slavery and forced labor in our operations, with our business partners, and in our supply chain. We have implemented various policies to protect the human rights of our employees, suppliers, and business partners that are outlined in the context of this statement and which are publicly available on our website at the following link.

This statement by Check Point outlines our commitments and efforts to disclose information regarding the risks of modern slavery, forced labor and human trafficking, within our operations and supply chain, identified in the fiscal year ended December 31, 2024 in compliance with the UK Modern Slavery Act (2015), Australia Commonwealth Modern Slavery Act (2018), and the California Transparency in Supply Chains Act of 2010 (SB 657).

Regarding the Nature of Our Business and Supply Chain

Check Point was incorporated in 1993 with the mission to secure the digital world for everyone, everywhere. The Company is headquartered in Tel Aviv, Israel. As of the end of the fiscal year 2024, the Company had approximately 7,000 employees located in over 80 countries.

Check Point is a global leader in the delivery and innovation of cyber security solutions for private and public sector organizations. From Firewall-1, the first stateful firewall, to dynamic security innovations and to the emergence of the AI-powered, cloud-driven Check Point Infinity Platform, Check Point has demonstrated its ability to defend and prevent what is coming. Check Point delivers collaborative security across an organization's security architecture of the Network, Cloud, and the Workspace. Add to this Infinity Core Services that provides the comprehensive technical services to fulfill the cyber security needs of our global customers. Our integrated approach ties innovation together with 3,500 security experts of our world-acclaimed research and intelligence unit, and a broad ecosystem of business and technology partners. In this way, Check Point's extended family protects organizations of all sizes across all industry verticals in over 80 countries, realizing a safer internet experience for all.

---

[1] Check Point Software Technologies Ltd. and its consolidated subsidiaries operate with shared core business operations and supply chains. Accordingly, the modern slavery practices, policies, and risks described in this statement apply collectively to all entities covered under its scope. This statement is provided by Check Point Software Technologies Ltd. on its own behalf and on behalf of certain foreign subsidiaries subject to reporting obligations in their respective jurisdictions. As of the date of this statement, these subsidiaries include Check Point Software Technologies (UK) Ltd., in compliance with Section 54(1) of the UK Modern Slavery Act 2015, and Check Point Software Technologies (Australia) Pty Ltd. and RM Source Australia Pty Ltd., in accordance with the Commonwealth Modern Slavery Act 2018 (Australia). This statement also complies with the reporting obligations outlined in the California Transparency in Supply Chains Act of 2010.

Check Point contracts to manufacture information technology products through business partnerships with original design manufacturers ("ODMs") and original equipment manufacturers ("OEMs"). Our ODMs and OEMs are responsible for sourcing components, assembling hardware, and conducting testing and quality assurance based on our design specifications, quality assurance standards, and demand forecasts. As such, we ensure that our ODM and OEM partners adhere to laws for the prevention of modern slavery, forced labor, and human trafficking and that these prohibited practices have no part in our business, or the supply chain related to our products and services.

Furthermore, we work with suppliers and contractors that operate across multiple regions, including Asia, North America, and Europe, which support our broader operations, including product development, supply chain management, marketing, sales, customer support, and provision of IT solutions. This global supply chain enables us to deliver reliable and high-quality cyber security solutions while maintaining oversight through rigorous assurance and compliance processes.

Our Commitment

As a global provider of leading cyber security solutions, we acknowledge the inherent risk of modern slavery in our supply chains through unknown or indirect subcontractors, although we believe this risk for the most part to be relatively low given the nature of our business and diligence of our risk management efforts. Nevertheless, Check Point is committed to conducting business ethically, responsibly, and in compliance with international human rights standards, including the United Nations' Guiding Principles on Business and Human Rights and the International Labor Organization's Core Conventions.

As such we:

- Prohibit all forms of modern slavery and forced labor in our operations, among our business partners, and in our supply chain.
- Require our employees, business partners, and suppliers to adhere to these standards, including preventing, detecting and reporting, to the greatest extent possible, practices and activities that suggest a breach of this policy.
- Continuously improve policies and practices to minimize risks.

Our Policies and Frameworks

To uphold our commitments to maintaining an ethical workplace for our employees and to implement and maintain effective controls aimed at ensuring that modern slavery does not occur at Check Point, we have implemented the following policies and frameworks across our organization, in our business relationships, and throughout our supply chain:

- Code of Ethics and Business Conduct: Guides employees on acting with integrity and respecting human rights.
- Supply Chain and Business Partner Code of Conduct: Implores our suppliers and business partners to comply with laws and ethical standards, including respect for modern slavery and forced labor regulations, with reference to the Responsible Business Alliance ("RBA") Code of Conduct principles. In the context of our Supply Chain and Business Partner Code of Conduct, we expect our suppliers and business partners to:
  - Ensure adherence to all applicable labor laws, including those governing wages, working hours, rest days, and benefits.
  - Forbid all forms of forced, bonded, indentured, or involuntary prison labor, slavery, and human trafficking.

- o Prohibit restrictions on workers' freedom of movement, unlawful retention of identity documents, and unjustified charging of recruitment fees.
  - o Enforce minimum age requirements in line with international standards or local laws, whichever is stricter.
  - o Protect the rights of workers to freely associate, bargain collectively, and engage in peaceful assembly.
  - o Provide a safe and healthy working environment that meets occupational health and safety standards.
- Conflict Minerals Policy: Outlines our commitment to ensuring that all materials used in our products will originate from socially responsible sources that do not employ child or forced labor to the best of our knowledge, whereby we facilitate responsible sourcing in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas.
- Human Rights and Labor Policy: Reinforces our adherence to globally recognized human rights principles across our operations, including in our supply chain, and in relations with business partners.
- Whistleblower Procedure: Provides mechanisms for reporting concerns confidentially including with regards to human rights or labor concerns.

Due Diligence and Risk Management

Check Point employs a risk-based approach to identify, mitigate, and monitor modern slavery and forced labor risks, including the following measures, where applicable:

- **Risk Assessments**: We conduct periodic assessments of supply chain vulnerabilities and perform due diligence on our major suppliers' business practices and operational processes.
- **Supplier Onboarding**: We vet relevant suppliers and business partners through periodic corporate due diligence processes to identify potential red flags as they relate to modern slavery and forced labor.
- **Audits and Monitoring**: When relevant, we perform periodic audits of suppliers and business partners regarding their labor practices, particularly those suppliers and business partners that have been deemed potentially high-risk given their business sector or geography. For our ODMs and OEMs, we audit their compliance with our prohibition on modern day slavery in China among the Uyghur population, provision of workers' rights and conditions according to international best practices, health and safety standards according to ISO 45001/OHSAS 18001, and perform supplier accountability due diligence according to the Electronic Industry Citizenship Coalition® ("EICC") Code of Conduct to the greatest extent possible.
- **Contractual Safeguards**: We assess whether circumstances warrant inclusion of specific contractual prohibitions against modern slavery practices or other violations of human rights in our agreements with suppliers and business partners and will invoke them should we find that they are not met. Furthermore, we may require our suppliers and business partners to contractually undertake to meet this and other policies we have in place, including those mentioned above, and may audit suppliers and business partners for compliance should we deem it necessary and advisable.
- **Remediation**: We address non-compliance and terminate business relationships if deemed necessary.

Training and Awareness

We prioritize raising awareness and improving capacity-building across our organization by:

- Requiring all of our employees to undergo training on our Code of Ethics and Business Conduct.
- Communicate expectations and standards to our suppliers and business partners in the form of this Statement and related policies.
- Regularly review training materials and update them as needed to reflect evolving risks and regulations.

Evaluation of Effectiveness

To regularly assess the effectiveness of our efforts we endeavor to:

- Track reports of suspected violations and investigate incidents.
- Audit supplier compliance, as needed and required, and analyze areas for improvement.
- Monitor key performance indicators as necessary.

Employees, suppliers and business partners found in violation of this Statement will face disciplinary measures, which may include termination or limitation of business relationships depending on the circumstances.

Governance and Reporting

Check Point's management is responsible for implementing and ensuring full compliance with this Statement.

We expect our employees to promptly notify their managers if they believe that this Statement has been breached. Our suppliers and business partners should do the same by contacting the Company's General Counsel. Furthermore, as outlined in the Company's Whistleblower Procedure, we are committed to protecting whistleblowers who raise valid concerns and to fostering a culture of accountability.

This Statement will be reviewed and updated annually, and it will be disclosed publicly on our corporate website.

Approval and Signature

United Kingdom Modern Slavery Act 2015

This Modern Slavery and Forced Labor Statement was approved by a member of the Board of Check Point Software Technologies (UK) Ltd., in accordance with the requirements of the UK Modern Slavery Act 2015.

X Sefi Itzkoviz

Joseph Itzkoviz
Director
Signed by: sefii

Australian Modern Slavery Act 2018 (Cth)

This Modern Slavery and Forced Labor Statement was approved by a member of the Board of Check Point Software Technologies (Australia) Pty Ltd., in accordance with the requirements of the Australian Modern Slavery Act 2018 (Cth).

X Philip Levine

Philip Levine
Director
Signed by: Philip Levine

Last update: February 2025