Environment Social and Governance

REPORT 2023

Security through Sustainability and Action

Contents

+ Letter from the CEO

Dear Readers,

Over 30 years ago, we founded Check Point with the belief that the Internet is a vital resource for spreading knowledge and that everyone deserves protection in the digital ecosystem. As we celebrate three decades of innovation and excellence, we wholeheartedly embrace the centrality of corporate responsibility to our business ethos; a holistic outlook reflected in our second Environmental, Social, and Governance (ESG) Report for 2023.

This year was marked by significant progress in extending our responsibility to our customers, society, and the planet.

Our key areas of focus, emphasized in this report, include:

Sustainable Environment and Product Innovation: Our commitment to the environment is paramount, especially as we strive to achieve **Carbon Neutrality by 2040.** In the course of 2023, we implemented operational sustainability initiatives. In January 2024, we began offsetting the electrical consumption of our International Headquarters and largest corporate office in Tel Aviv with **100% renewable energy**. We are also proud that our flagship line of Quantum Force security gateways offers AI-powered threat prevention and superior block rates, alongside **a power-efficient design that outperforms the industry standard**. Our investment in product innovation significantly contributes to our efforts to green and streamline our customers' data center and security perimeter performance without compromising on threat prevention capabilities.

Enhancing Cyber Security Awareness for a Safer Digital World: Through our cyber security training and awareness programs, approximately **190,000 people** gained the essential knowledge, skills, and tools to navigate the digital ecosphere safely and confidently. This effort is part of our commitment to expand access to cyber security skills, emphasizing our dedication to creating a safer digital future for all.

Advancing Corporate Responsibility Through Education and Philanthropy: Our contribution extends beyond widespread cyber security education. Corporate donations and charitable giving are integral to our mission, as evidenced by a **29% increase in donations** over the past year to social, environmental, philanthropic, and community causes. Significantly, we launched the Center for High-Tech Professions in partnership with the Tel Aviv Municipality and the Tel Aviv Foundation, as part of our efforts to promote education in valuable technical subjects for disadvantaged youth, enabling their future success.

Our Ongoing Dedication to Diversity and Inclusion: Ensuring a diverse and inclusive workforce has been a priority at Check Point since the beginning and remains central to our operations, securing our continued success and resilience. Our commitment is evident in the notable representation of **women in key senior leadership positions, with 33% women on our board of directors** achieved in the last year, and enhanced maternity leave benefits at our U.S. offices. Additionally, our Equal Pay Report, which focuses on our largest employment market, found no pay gaps for the third consecutive year, underscoring our longstanding and global commitment to ensuring gender is never a factor in determining compensation.

These are just a portion of the initiatives we pursued in the last year, and we invite you to explore the full report to learn more about the progress we've achieved.

> " This year was marked by significant progress in extending our responsibility to our customers, society, and the planet.

As we look toward another year of growth and fulfillment, it is important to emphasize that at Check Point we regard ESG as an essential component of our corporate journey. Our premise has always been to keep people safe and make cyber security accessible at scale. Consequently, responsibility is fundamental to the products, services, and value we deliver to our global stakeholders, and we will continue to develop this shared value in the years to come. With this goal in mind, we invite and encourage your feedback on our ESG Report and look forward to engaging in this dialogue with you.

In appreciation of our achievements and in anticipation of our future progress,

Gil Shwed
Founder and CEO

Check Point: 2023 At a Glance

33% women on the Board of Directors

40% women in senior management positions reporting to the CEO

6,727 employees

74 international offices

100% compliance with our Governance & Ethics trainings for employees

$2.4B in FY23 revenues

100K+ customers, including Fortune 500 companies

137 issued patents; 20 pending applications globally since inception

190K people educated in cyber security topics

29% increase in corporate charitable donations

+ About Check Point:
Three Decades of Cyber Security Leadership

Check Point Software Technologies Ltd. (Check Point) remains a leader in the global cyber security sector, delivering cutting-edge solutions that ensure the safety of corporate enterprises and government entities worldwide. Since our company was founded over 30 years ago, the Check Point mission has been to secure the digital world for everyone, everywhere. From pioneering firewall technology to fueling the next generation of intelligent security with artificial intelligence (AI), we remain at the forefront of safeguarding organizations.

Our AI-powered, cloud-delivered **Infinity Platform** is the culmination of decades of innovation and the acquired technologies needed to provide collaborative security solutions across the entire threat landscape. The Infinity Platform offers customers comprehensive solutions, products, and services, and the flexibility to add them to stay ahead of evolving cyber threats.

Our commitment to cyber security is reflected in our financial and operational growth. In 2023, we reported notable achievements, including the development of an AI cloud infrastructure firewall designed for integration into advanced data processing units. This development highlights our ongoing leadership in adapting to the integration of advanced technology in an increasingly AI-driven cyber threat landscape.

For over 30 years, Check Point's mission has been to secure the digital world for everyone, everywhere.
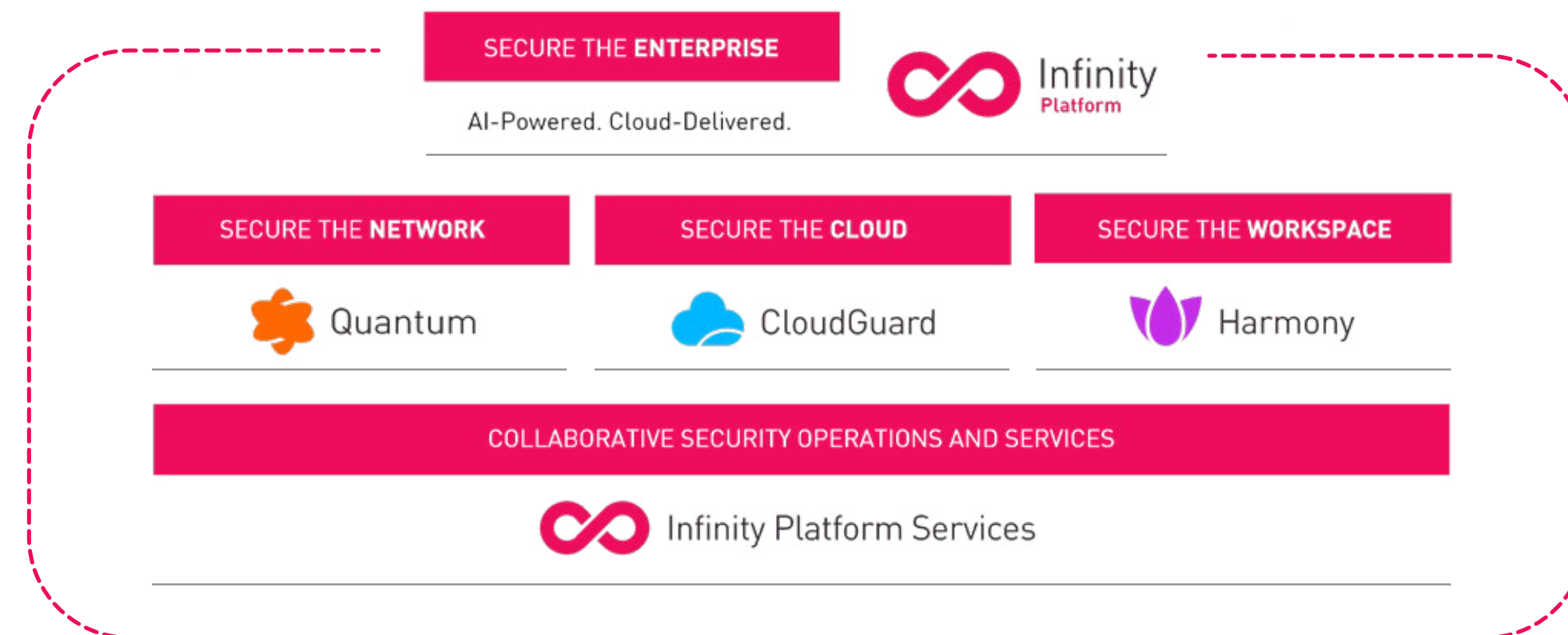
Our Solutions & Strategy

Our industry-leading solutions for threat prevention cater to organizations of all sizes and complexities and are renowned for their precision in blocking malicious malware and phishing attempts, setting new standards in the field.

The Check Point Infinity Platform addresses the challenges of an evolving threat landscape. It provides AI-Powered and Cloud-Delivered threat prevention across data centers, networks, cloud, endpoint, mobile, and IoT, with unified management and security operations that leverages real-time shared threat intelligence to prevent cyber-attacks.

The Infinity Platform provides **comprehensive, consolidated, and collaborative** security. Each of these pillars plays a crucial role in delivering effective threat prevention across all attack vectors.

SECURE THE **ENTERPRISE**

∞ Infinity **Platform**

AI-Powered. Cloud-Delivered.

SECURE THE **NETWORK**	SECURE THE **CLOUD**	SECURE THE **WORKSPACE**
Quantum	CloudGuard	Harmony

COLLABORATIVE SECURITY OPERATIONS AND SERVICES

∞ Infinity Platform Services

Key benefits of the Infinity Platform include:

Comprehensive Real-time Threat Prevention:
- Real-time AI-powered protection across all attack vectors
- Industry-leading threat prevention against Zero Day Malware, Phishing, and Domain Name System (DNS) attacks

Consolidated Security Operations and Unified Management:
- Unified security management for efficient operations
- Automatic and immediate threat intelligence sharing
- Sealing of security gaps across all environments

Collaborative Security:
- True collaboration across products and vendors to outmaneuver attackers
- AI-powered engines that automatically respond to threats
- Real-time threat intelligence through ThreatCloud AI
- Anomaly detection
- Automated threat response and orchestration with XDR and Playblocks
- API-based third-party integration for enhanced collaborative security

3,500 security professionals

88 countries

Furthermore, our integrated approach combines innovation with the expertise of **3,500 security professionals** from our renowned research and intelligence unit, alongside a broad network of business and technology partners. This extensive ecosystem enables Check Point to protect organizations of all sizes across various industry verticals in **88 countries**, ensuring a safer digital experience.

Additional information on the nature of our business, products, and services is available in our 20-F Annual Filing.

Strategic Acquisitions in 2023

Enhancing Our Comprehensive Cyber Security Solutions

In 2023, we expanded our cyber security portfolio through the acquisition of three companies:

Perimeter 81 - SASE / SSE Technology

The acquisition of Perimeter 81 added significant strength to Check Point's Secure Access Service Edge (SASE) and Security Service Edge (SSE) offerings. Perimeter 81's platform integrates network security with wide area networking capabilities, providing a unified solution that simplifies secure access to applications and resources across diverse environments. This move positions Check Point as a leader in the emerging SASE market, enabling seamless, secure connectivity for remote and distributed workforces.

Atmosec - SaaS Security

Check Point acquired Atmosec, a company specializing in SaaS (Software as a Service) security. This acquisition bolstered our capabilities in securing SaaS applications, addressing the growing need for robust protection as organizations increasingly rely on cloud-based services.

rmsource - Managed Services

By acquiring rmsource, Check Point expanded its portfolio of managed services. rmsource brings expertise in delivering comprehensive security solutions, including monitoring, threat detection, and incident response as managed services, thereby enhancing our end-to-end security management solutions, and catering to organizations looking for outsourced expertise to safeguard their digital assets.

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2023 Awards and Recognition

In 2023, Check Point continued to be recognized for technology leadership in the cyber security sector and as a highly regarded global workplace.

For our technology and products:

Gartner®:
- Recognized as a Leader in the Gartner® Magic Quadrant™ for Network Firewalls, becoming the only vendor to be listed as a Leader for the 23rd time

Forrester:
- Recognized in The Forrester Wave™ for Zero Trust Platform Providers, Q3 2023
- Highlighted in The Forrester Wave™ for Enterprise Email Security, Q2 2023

Frost & Sullivan:
- Awarded the Company of The Year Award 2023 for "Best In Class Global Next Generation Firewall Industry"
- Included in the Frost & Sullivan Radar for multiple categories:
  - Cloud Native Protection Platform 2023
  - Cloud Workload Protection Platforms 2023
  - Endpoint Security 2023
  - Extended Detection & Response 2023

GigaOm:
- Featured in the Next Generation Firewall Radar
- Recognized in several Radar reports for Cloud Security, including:
  - Cloud Security Posture Management 2023
  - Cloud Network Security 2023
  - Ransomware Prevention 2023
  - Endpoint Detection & Response (EDR) 2023

99.7%

malware prevention rate, compared to the industry standard

Omdia:
- Noted in the Universal Radar for Email Security 2023

Miercom:
- We secured the top position in Miercom's 2023 Firewall Security Benchmark Report, with the report noting Check Point's prevention of 99.7% of malware. In addition, it demonstrated that our AI-based phishing protection provides a double layer of defense against phishing websites and the lowest false positive rates among companies compared

For more information on our relevant awards and recognitions visit the following link.

For our workplace and corporate culture:

Forbes:
Recognized by Forbes for the fourth consecutive year as one of the top cyber security employers

BDiCode:
Ranked 3rd by BDiCode as the Best Place to Work in 2023 out of the top international and local companies active in the Israeli economy

N12:
Ranked by N12 among "The Most Desirable Places to Work in Israel"

Duns 100:
Ranked among the 50 "Best High Tech Companies to Work For" in Israel

ESG at Check Point

Shaping a Secure and Sustainable Future

Our dedication to making the digital world safer extends to our comprehensive approach toward Environmental, Social, and Governance (ESG) practices. With over three decades of pioneering cyber security solutions, we understand that our impact extends beyond just technology, influencing the economic, environmental, and social development of our interconnected global community.

Our commitment to ESG is rooted in our core mission: to create a safer, more secure world—both online and offline. To align our operations with this mission, we conducted a basic assessment of material ESG issues to our business to identify relevant topics of concern to our stakeholders. This involves a detailed review of our corporate values, industry-wide benchmark analysis, and adherence to leading ESG reporting frameworks such as the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the United Nations' Sustainable Development Goals (UNSDGs).

In 2023, Check Point's ESG strategy was reinforced through new initiatives and policies aimed at achieving progress in relation to our targets and goals.

> **Our commitment to ESG is rooted in our core mission: to create a safer, more secure world - both online and offline.**

CHECK POINT™

+ INSIGHTS & HIGHLIGHTS

+ ESG AT CHECK POINT
  • 2023 ESG Highlights
  • Strategic ESG Framework
  • ESG Governance

+ SOCIAL

+ ENVIRONMENT

+ CORPORATE GOVERNANCE

+ CYBER SECURITY

+ DATA & INDICES

2023 ESG Highlights

Environment

- **100**% renewable energy offsetting for electrical consumption at our International Headquarters, effective as of 2024

- Analyzing and reporting of global Scope 1 (direct) and Scope 2 (indirect) emissions as part of our commitment to achieving Carbon Neutrality by 2040

- Power efficiency reductions in our flagship Quantum Force line of security gateways, while improving threat protection by over **100%**

- Setting a framework to analyze climate-related risks and opportunities

Social

- **40**% of senior leadership positions reporting to the CEO are held by women, who oversee **71%** of our global workforce

- **23**% women employees

- **20**% women in technical roles

- **8**% increase in global employment

- **77** hours of training per employee

- Recognized by Forbes as a top cyber security employer for the fourth consecutive year

- Donated over **$3.8** million to charities, community and environmental initiatives

- Maintained and nurtured hundreds of global social and educational partnerships

Governance

- **33**% women directors on our board

- **89**% board independence

- **100**% ethical training compliance

- **100**% data privacy training compliance

- **100**% anti-bribery and anti-corruption training compliance for relevant employees

Cyber Security

- **190,000** individuals trained and educated in cyber security topics

- Engagement with the World Economic Forum's Center for Cyber Security to improve global cyber resilience

- **2.8** billion security decisions daily and over **2.7** billion security events prevented by ThreatCloud AI

- Publication of our annual 2024 **Cyber Security Report**, in January 2024, covering insights from 2023 and acting a crucial resource for organizations, policymakers, and cyber security professionals

Our Strategic ESG Framework

Our ESG framework was formulated to reflect our commitments to digital resilience, environmental sustainability, social responsibility, and governance integrity. Furthermore, we recognize the importance of aligning our activities and initiatives with the United Nations Sustainable Development Goals (UN SDGs), noting the role that these goals play in shaping sustainable business practices globally.

Material Topics

Pillar	Topic	Description	UN SDG
Environment	Climate Change and Product Sustainability	Addressing climate change is a strategic priority for our organization. Our goal of achieving carbon neutrality by 2040 begins with transitioning our International Headquarters to 100% renewable energy in 2024. We analyze and report on our direct and indirect emissions, and we plan to extend these efforts to include Scope 3 emissions from the value chain. We are working to assess the ecological footprint of our products and engage with our key suppliers to achieve environmental compliance. As a global company, we understand the significant role we play in promoting environmental sustainability and we are committed to aligning our operations with industry best practices.	
Social	Diversity and Inclusion	Our commitment to advancing diversity and inclusion extends across our global operations and the broader cyber security landscape. Our strategy focuses on increasing female representation in technical and leadership roles and enhancing diversity through inclusive hiring and retention policies, educational initiatives, and industry partnerships.	
	Employee Wellbeing and Development	Ensuring the wellbeing, personal, and professional development of our employees is critical to our continued success. We offer a stable and supportive work environment for all of our global employees, while encouraging them to innovate and expand their knowledge. We believe that our success is tied to our employees' satisfaction, which is why we provide access to training and learning opportunities to enrich their skills and perspectives.	
	Corporate Responsibility and Charitable Giving	Corporate social responsibility is a central pillar of our organization, driven by our commitment to support the local community. Through partnerships with social, educational, diversity-oriented, and environmental causes, our overarching goal is to function as responsible corporate entity.	
Governance	Corporate Governance	We believe that sound corporate governance, maintaining high standards of transparency, integrity, and accountability are critical to the success of our business. Our governance structure includes a board made up of 89% independent and 33% women directors, ensuring effective oversight and diverse perspectives in decision-making. By regularly reviewing our policies to ensure that they align with regulatory requirements and best practices, we reinforce our reputation as a reliable and ethical player in the global market.	
	Ethical Business Conduct	We rigorously uphold our standards of ethical business conduct, ensuring all stakeholders, including employees, suppliers, and partners adhere to our relevant policies. We achieved 100% compliance with the Code of Ethics training for all employees and 100% compliance with anti-bribery and anti-corruption training for relevant employees. This commitment reinforces our culture of integrity and transparency.	
	Information Security, Data Protection and Privacy	As a long-standing cyber security leader, we are deeply committed to upholding the highest standards in information security, data protection, and privacy, integrating best practices across our operations. We ensure all employees are trained annualy in data protection and privacy policies, achieving 100% compliance. As such, we seek to continuously demonstrate our dedication to protecting and respecting the privacy of all data entrusted to us.	
Cyber Security	Securing Digital Infrastructure – Cyber Security as a Common Good	We are committed to delivering top-tier cyber security solutions, focusing on safeguarding digital infrastructure as a common good. Our approach includes continuous innovation in our products and services to address emerging cyber threats. We bring our mission of protecting the broader digital ecosystem to the forefront, ensuring organizations can operate securely and maintain stakeholder trust.	
	Cyber Security Education	Cyber security education is a top priority for our organization, which is why we established the Cyber Center – a first of its kind cyber security education and visitors' center – that hosts and trains thousands annually. Our training programs range from general awareness for the public to specialized technical training for IT professionals, enhancing their ability to safeguard against cyber threats. Through collaborations with educational institutions and enhancements to our training content, we express our commitment to equipping society with the cyber security skills needed to navigate the digital world securely.	

Our Stakeholder Engagement Framework

Recognizing the unique and significant role of each stakeholder in our success, we engage a diverse group, including suppliers, customers, investors and shareholders, employees, and local communities. Our engagement strategy is centered on understanding and addressing the needs of these stakeholders to foster trust and transparent communication. This continuous dialogue helps ensure that our business practices are aligned with stakeholder expectations and are conducive to mutual growth and development.

The following presents our current analysis of our stakeholder engagement framework:

Our Customers	**Our Employees**	**Our Business Partners**	**Our Suppliers**	**Investors and Shareholders**	**Local Community**
Our products are built for our customers. Communication is carried out through our ongoing and accessible product support, customer feedback channels, and forums.	Our employees are the backbone of our company. By maintaining open communication channels, we engage and retain employees by instilling a postive work environment that fosters growth and creativity.	As a channel-driven company, we provide our business partners, resellers, and distributors with access to our best-in-class sales tools, sales, and technical training for their teams, and a variety of resouces to help them grow.	We maintain a close working relationship with our suppliers and on-going communication on their business operations, practices, ESG-related policies, and initiatives.	Our Investor Relations team maintains consistent communication with our investors and shareholders. We publish annual financial reports and periodic earnings releases. We host Annual General Meetings.	Our wide-reaching corporate giving and employee volunteering programs foster solid relationships with local communities, relevant charitable, and philanthropic organizations.

Encouraging transparent and open communication

ESG Governance

ESG governance plays an important role in our company. We take a proactive approach to management and oversight of ESG-related topics to fulfill our commitments to sustainability, stability, and corporate responsibility.

We take a proactive approach to management and oversight of ESG-related topics

Senior Management
Our management's oversight of ESG issues is led by the Chief Financial Officer and the General Counsel, with support from the Head of Global Corporate Operations, Chief Human Resources Officer, and Head of Global Appliances Operations, all of whom provide strategic direction and ensure that ESG considerations are integrated into our operational, reporting, and compliance frameworks.

Board of Directors
The governance of ESG matters is primarily overseen by the Nominating, Sustainability, and Corporate Governance Committee of the board of directors. This dedicated committee is tasked with reviewing the ESG strategy and its progress as needed, ensuring that our initiatives are integrated with and support our overall business strategy.

ESG Manager
Ongoing management of ESG matters is led by our ESG Manager, who coordinates with various departments to implement and monitor ESG strategies and programs effectively.

ESG Steering Committee
Comprising senior leaders including the relevant members of senior management mentioned above, in addition to our Corporate Communications and Social Collaborations Manager, and the ESG Manager. The ESG Steering Committee meets on a quarterly basis, or as needed to discuss and review relevant initiatives, targets and programs.

Information Regarding Our ESG Efforts
Additional information on our ESG-related policies, initiatives and activities can be found at our website on the dedicated ESG webpage.

Social

Fostering an Inclusive, Diverse, and Vibrant Work Force, Driven to Empower a Safer Tomorrow

Human Capital

Related SDGs

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

Material Topics

• Diversity and Inclusion
• Employee Wellbeing and Development

Our Commitment

We support an inclusive and diverse workforce that encourages the personal and professional development of our employees. Our commitment to fair labor practices and human rights are supported in our policies and employment framework, and we are dedicated to supporting our employees' wellbeing and empowerment. Our efforts stem from the belief that our success begins with our employees, which is why we continually review our relevant policies and frameworks to identify areas of improvement.

Our Operational Framework

At Check Point, we believe that our strength lies in our people. As articulated by Yiftah Yoffe, our Chief Human Resources Officer (CHRO), our ethos centers on the premise that "organizations deserve the best security, and we can only do that with the best people."

The topic of human capital management is overseen by our Human Resources department, which is headed by our CHRO, and the HR and Operations managers in our various geographic locations. The Human Resources department works together with relevant organizational partners and departments within the company such as Business Analysis, Finance, Accounting, Legal, and ESG. A number of policies govern the topic of human capital, including our Human Rights and Labor, Social Engagement (Our People) , Training and Employee Development Policies, and our Workforce Diversity and Equality Statement. These policies - and our internal procedures - are regularly reviewed and updated to reflect best practices.

> "Organizations deserve the best security, and we can only do that with the best people."
>
> **Yiftah Yoffe,**
> **Chief Human Resources Officer**

About Our Workforce

We are proud of the strength and stability of our workforce in all our global operational locations. As of 2023, our workforce included **6,727 employees**,[1] representing an **8% increase** in the total number of employees compared to 2022. The majority of our employees hold full-time positions, demonstrating the fact that our company remains a stable employer in a dynamic working environment.

Employees 2022-2023

2022   6,220

+8%

2023   6,727
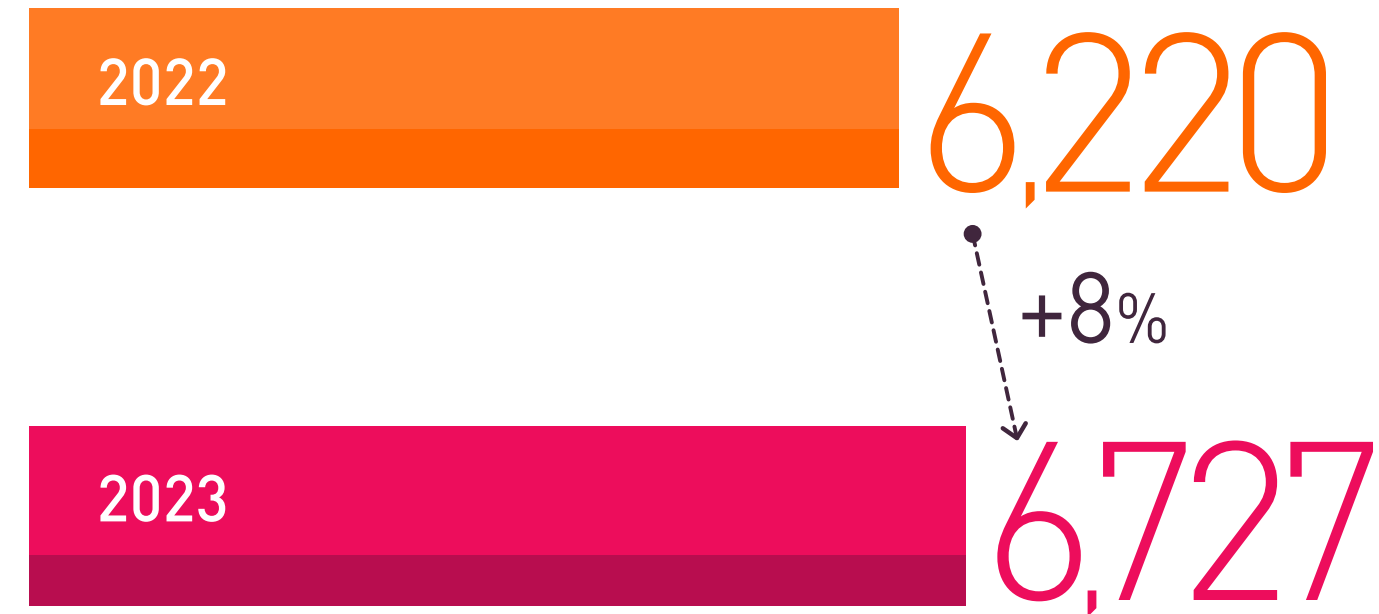
Number of Employees by Employment Type - 2023

Nature of Employment	Number of Employees	Percentage (%)
Full-Time and Part-Time Employees	6,450	96%
Contractors	277	4%

We take pride in the international composition of our workforce.

Our employees work at

74

offices worldwide

Employees by Geographic Location 2023

31% Americas

12% APAC

57% EMEA

70% ISRAEL

1. Including full-time and part-time employees, and contractors.

- INSIGHTS & HIGHLIGHTS

+ ESG AT CHECK POINT

+ SOCIAL
  - Human Capital
  - Corporate Responsibility

+ ENVIRONMENT

+ CORPORATE GOVERNANCE

+ CYBER SECURITY

+ DATA & INDICES

Diversity and Inclusion: Securing Our Mutual Success

Enhancing diversity and inclusion is a central part of our philosophy when it comes to human capital management. Furthermore, we are committed to fostering a working environment that supports people from all backgrounds, religious affiliations, geographic locations, and gender identities not only within our operations, but across the wider cyber security industry. Our commitment to diversity and inclusion in employment stems from our knowledge that a variety of experiences and unique outlooks meaningfully contribute to our culture of innovation and growth. The organizational framework for management of the topic is set through our Workforce Diversity and Equality Statement that outlines our values, commitments, and goals.

As of 2023, women comprised 23% of our total workforce

As an equal opportunity employer, we actively measure and monitor the number of underrepresented groups in our U.S. workforce. In 2023, the rate of underrepresented employees increased by 19% compared to 2022, highlighting our commitment to fostering a workplace shaped by diverse and inclusive perspectives. Additional information on the representation of underrepresented groups in our U.S. workforce is presented in the "Data and Indices" section of this report.

Celebrating 'Diversity Day' at Our Singapore Offices

This year, our offices in Singapore hosted a one-of-a-kind event to celebrate their team's rich multicultural heritage. As part of the 'Diversity Day' activities, employees were encouraged to wear ethnic costumes to the office, promoting inclusivity and respect for their diverse backgrounds. In addition, the employees got the chance to sample delicious cuisines, while taking part in fun activities like childhood games, allowing them to learn, share, and appreciate their differences. Overall, the event fostered a sense of unity and belonging within the team, highlighting the beauty of their varied and unique cultures.

At our offices in Tel Aviv, we work with various organizations in the local community to promote inclusive employment of underrepresented groups at Check Point. In our work with the Da'at Organization and RavTech, we promote the integration of ultra-orthodox technical employees in high-tech workforce, including in our R&D department as developers. We also work with Tzofen, Place-IL, Appleseeds, and Tech-Career, organizations that aim to improve the rate of employment of employees of Ethiopian and Arab descent, in addition to other underrepresented socio-economic groups in the tech sector. Our goal is to provide these employees with an opportunity to expand their professional experience, while taking into consideration necessary cultural and personal adjustments to ensure that they feel comfortable and welcome in the workplace.

In addition, we hosted a number of initiatives to support the role of women in the workforce at our offices in India and Singapore. To mark International Women's Day and to express Check Point's support for gender equality, an event was organized for women employees as a token of appreciation for their contribution. In addition, the Singapore offices hosted a 'Women in Tech' session to discuss the role of women in technological roles, hosted by our President Rupal Hollenbeck, providing an opportunity to come together to learn, connect, and empower each other.

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An Organization Defined by Strong Women Leaders

At Check Point, we are proud to highlight that women hold four out of ten senior leadership roles reporting directly to the CEO, which reflects our strong commitment to diversity and inclusion at all levels of the organization. Furthermore, our women leaders hold critical roles that are essential to our core business, namely heading our technology and product development efforts. These distinguished leaders include:
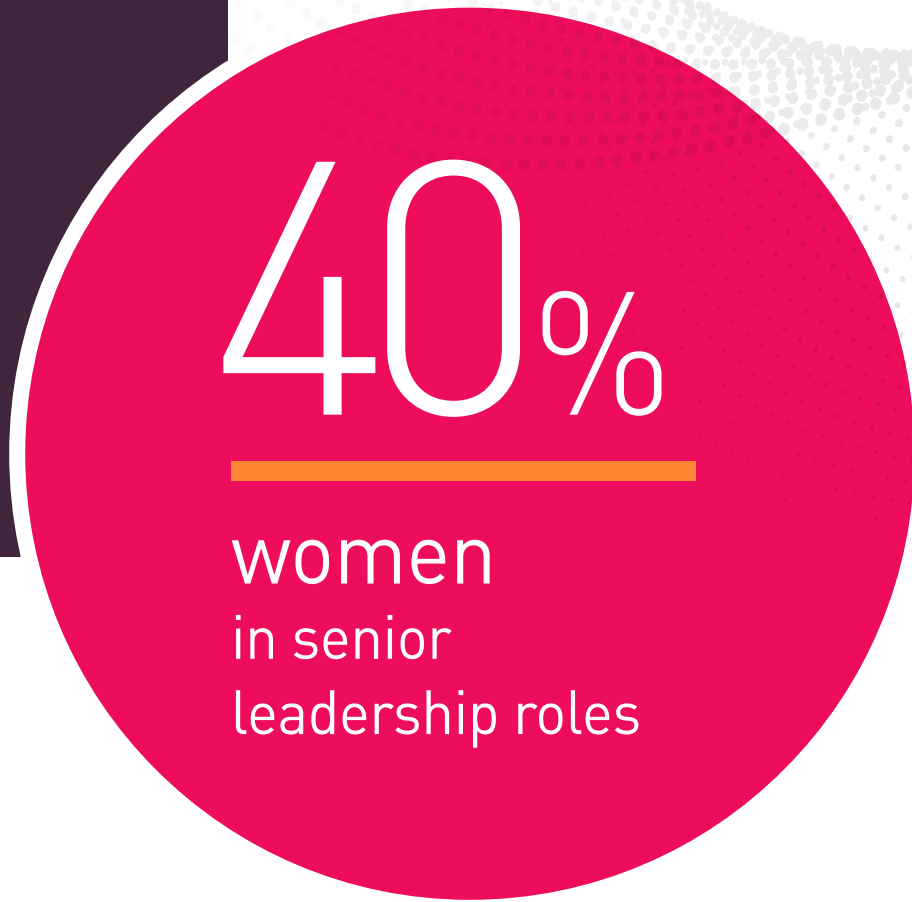
NATALY KREMER
Chief Product Officer

RUPAL HOLLENBECK
President

DR. DORIT DOR
Chief Technology Officer

MIRYAM STEINITZ
Head of Global Corporate Operations

40%
women in senior leadership roles

The belief in the power and effectiveness of women leaders has been a cornerstone of our organization since its establishment over 30 years ago. We continue to foster an environment where women can thrive and grow throughout their careers, out of recognition for the notable and positive impact that gender diversity has on our business and the industry-at-large.

In 2023, we supported women throughout their employment journey at the company. In the United States, our **FIRE Women's Network** continued its activities by educating, energizing, and embracing women as they work toward their professional and personal development, with the goal of instilling confidence and motivation. FIRE creates unique content and runs organizational campaigns according to its three main pillars:

FIRE
Blazing a Path for Women at Check Point

Community Outreach

Aligning with internal and external organizations to promote the growth and development of women.

Mentorship Programs

FIRE members coach, guide and inspire women at Check Point to help them achieve their personal and professional goals.

Diversity and Inclusion

Raising awareness and engaging in volunteering to promote the value of a diverse workplace, emphasizing the importance of inclusion, especially for underrepresented individuals. Some of the highlights of the volunteering program included: work with the "Stand 4 Sisterhood" non-profit organization to provide financial literacy guidance, curating a playlist of songs by musicians of color that was shared with the "Feel the Beat" organization, and an interactive fireside chat to discuss best practices for inclusion of people with disabilities.

FIRE is proudly an open community that embraces any members who would like to join its ranks.

Also, at our offices in the U.S., we hosted the highly popular **Pink Umbrella** event series designed to create a supportive community for emerging women leaders in the cyber security industry through shared experiences and discussions. These events, tailored to local areas, focus on intimate and engaging round-table conversations on topics like personal branding, career development, and mentorship. Each gathering is held at a unique venue where executive-level women from organizations of various sizes and serving different business verticals are invited to share their perspectives and engage in to meaningful interaction. The motto of the event series is: "Come sit with us under the Pink Umbrella."

Supporting Women in Technical Roles

Not only do we work to support women across our workforce; we place particular emphasis on encouraging women to strive for the top when it comes to technical, engineering, and cyber security roles. As noted, we are proud that women lead our technology and product development efforts, with both our Chief Technology Officer and Chief Product Officer being women. Additionally, the VP of Research position is held by a woman, who heads Check Point's renowned cyber security research department. **As of 2023, 20% of our technical roles were held by women.**

Advancing Women in Tech: Our Women Mentoring Program Highlights

Check Point's **Women's Mentoring Program for Technical Roles**, hosted at our Tel Aviv Headquarters, was established by our CTO Dorit Dor and the Human Resources department over 7 years ago. As a staunch supporter of women in cyber security, encouraging their active participation and contribution to this traditionally male-dominated industry, Dorit spearheaded the development of the program to focus on the employment of women in technical roles throughout the company. The program, which continues to be led by HR together with our Chief Product Officer, Nataly Kremer, is hosted annually and structured according to a mentorship framework. The Program is open to all women employees in technical roles, and every year there is a waiting list to participate due to high demand. In 2023, there were 32 participants. The program extends over a 3-month period during which participants meet with their mentors to engage in discussions and learning sessions that focus on topics such as goal setting, professional and personal development, and thought-leadership. The program also offers participants support in soft skills, storytelling, and personal branding. The program's content is curated in-house by HR together with professional development teams, and in consultation with an organizational (IO) psychologist.

In 2023, overall satisfaction with the program was high – receiving a **4.8 rating, on average** (out of 5) – demonstrating that the program was perceived as valuable by both mentors and mentees. 86% of participants noted that they would recommend others to join the program.

86% of participants recommend the program

In addition, we host the **EMEA Women's Mentoring Program** for our employees in Europe. The program is now in its second iteration, with a total of 20 participants. An alumnae session has been established, allowing past participants to come together for reflection and continued growth.

Women in Technical Roles – Eliminating Unconscious Bias

Out of an understanding that women in the workforce can improve the skill set and overall team performance, and due to the limited number of cyber security positions held by women in the industry, we actively seek out women candidates for technical and research & development roles. In order to attract more women candidates to relevant positions, we recently launched a **Women Empowerment Campaign** at Check Point's EMEA offices. The initiative aims to inspire and empower our recruitment teams to actively champion the hiring of women, particularly for technical and sales-oriented roles throughout the company.

In addition, at our U.S. offices, an effort to eliminate unconscious bias was implemented, with a particular focus on targeting gender bias. Accordingly, recruitment officers are strongly encouraged to ensure that there is always at least one woman on the hiring team, and that at least one diverse candidate makes it to an advanced stage of the interview process.

Our Organizational Diversity Plan

Our strategy focuses on integrating diversity and inclusion in all areas of our business, from hiring and employment practices to leadership development and industry engagement. As of 2023, we continued to refine our organizational Diversity and Inclusion Plan, examining relevant inclusion targets for measurement.

CHECK POINT™

+ INSIGHTS & HIGHLIGHTS

+ ESG AT CHECK POINT

+ SOCIAL
  - Human Capital
  - Corporate Responsibility

+ ENVIRONMENT

+ CORPORATE GOVERNANCE

+ CYBER SECURITY

+ DATA & INDICES

Employee Resource Groups

At our offices in the United States, we manage various employee resource groups (ERGs) that provide employees with a framework for engaging and building relationships with their like-minded co-workers. ERGs are voluntary, employee-led groups formed around common interests, backgrounds, or demographic factors. The ERGs function to provide support, enhance career development, and contribute to personal development in the work environment by offering networking opportunities, community outreach, access to events, and learning opportunities.

 We currently manage various ERGs, including **the VALOR Group**, which stands for "Veterans, Active Duty & Allies, Leadership Opportunities and Resources." The VALOR ERG is committed to supporting veterans working in the United States by promoting goals of professional growth and progression, recruiting new veteran employees to Check Point, helping veterans transition into civilian roles, and making Check Point a more welcoming workplace for all.

Industry Impact: Fostering Diversity and Inclusion in Cyber Security

Beyond internal measures, Check Point actively participates in and supports initiatives that promote varied perspectives in the broader cyber security sector. We believe that enhancing diversity within the industry not only drives innovation but also contributes to the development of a more resilient approach to security threats. Through various educational initiatives and partnerships, Check Point invests in developing a pipeline of technical and cyber security talent from all backgrounds, genders, cultures, and levels of experience. These programs are designed to break down barriers to entry and provide the necessary skills and knowledge to succeed.

We work with various organizations to promote the role of women in the tech and cyber security sectors, contributing our experience as a long-standing diverse and inclusive employer in the industry. As of 2023, we worked actively with the following organizations: she codes;, an organization that supports accessible technical training for women interested in the fields of computer programing and data analysis; Woman2Woman, a prestigious mentoring program to support women in the tech sector as they develop and establish their career, delivered through the 8200 Alumni Association; and ProWoman, which was founded in 2012 to promote women in senior positions.

Supporting Women on Their Tech Career Path

This year, we were proud to host an important meet-up for women who are beginning their careers in the high-tech sector. Members of the program were invited to hear lectures on the role of women in high-tech, which were delivered by our Chief Product Officer, Nataly Kremer, and Miri Ofir, R&D Director of Security Solutions for IoT Devices. These inspiring women shared their personal experience and career journeys, with the goal of encouraging women who are in the process of shaping their career paths, supporting them in their pursuit of technological and scientific fields.

Sharing Diversity and Inclusion Best Practices with High-Tech Managers

This year, in honor of International Diversity Day, we launched the Diversity, Inclusion, and Belonging Management course in high-tech together with the impactful non-profit organization "itworks". The course, which is hosted at our offices in Tel Aviv, and is conducted in collaboration with the Israeli Equal Employment Opportunity Commission and Israel Advanced Technology Industries (IATI), has the stated goal of promoting women within the local tech sector.

The course aims to train Diversity, Equity & Inclusion Leaders in high-tech to implement strategies and work models, addressing unique industry challenges with practical solutions through peer learning and case studies. It targets high-tech organizations, investors, and professionals in various roles, providing practical tools and support for employee recruitment and management.

itworks is a unique organization in the Israeli landscape that works to "equip marginalized communities with the skills, mentorship and opportunities" they need to thrive, with the goal of acting as a "catalyst for economic development, poverty reduction, and social transformation in Israel."

The goal of the course is to provide tools to address unique industry challenges.

Employee Health, Safety, and Wellbeing

Check Point is dedicated to treating our employees with dignity and respect. As such, we promote a safe, healthy, and supportive work environment.

Since its inception, Check Point has invested heavily in its human capital, working to ensure the professional success and personal wellbeing of our employees. In upholding our commitment to respecting each employee's individual rights and needs, we ensure that our organization maintains high standards of occupational health and safety. This commitment extends to their employment benefits and support for their personal lives, encouraging them to pursue a healthy work-life balance.

A Healthy and Safe Workplace

Through our the work of our Global Operations and Human Resources departments, we promote a safe, healthy, and supportive work environment by ensuring that the correct procedures and policies are in place so that all employees feel valued and recognized.

Our Human Rights and Labor Policy outlines our commitment to comply with international standards[2] and local labor laws, it is our expectation that our employees will adhere to our corporate policies. We provide comprehensive safety instructions and guidelines, maintaining safe facilities and systems including a detailed visitor policy, compliance with emergency response regulations, travel guidelines, and enforcement of physical security areas, among other efforts.

In addition to our appointed Safety Officer at our corporate headquarters, the HR and Payroll departments are also responsible for implementing and overseeing relevant health, safety, and wellbeing policies.

The following details our relevant health & safety frameworks:
- **Establishment of Safeguards:** We identify, manage, and work to prevent work-related illnesses and hazards by establishing safeguards and procedures
- **Disaster Recovery Plan:** We have implemented a comprehensive Disaster Recovery Plan to provide viable alternatives and ensure business continuity in case of emergencies
- **Training and Awareness:** We conduct employee training and awareness campaigns on emergency procedures, including fire drills and building evacuation procedures, to ensure that our staff is well-prepared to handle any situation
- **Workplace Safety:** We maintain a workplace free of threats, violence, abuse, or hostility, fostering a safe and supportive environment
- **Clean and Sanitary Environment:** Our commitment to a clean and sanitary working environment ensures the wellbeing and comfort of our employees
- **Employee Exercise Programs:** We offer access to various sports activities at our offices worldwide to encourage our employees to pursue a healthy lifestyle. Benefits include access to an on-site gym, yoga, Pilates and movement classes at our Tel Aviv headquarters, and financial support for external gym memberships at other operational locations, where relevant

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2. Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

At Check Point, we prioritize employee satisfaction and wellbeing out of the belief that rest and relaxation are essential to productive work.

Benefits for Our Employees

At Check Point, we prioritize employee satisfaction and wellbeing out of the belief that rest and relaxation are essential to productive work. To this effect, we offer flexible hybrid and remote work models, where relevant and based on the nature of the employee's position. In addition, we provide a range of stress management activities and ergonomic consultations to design safe and productive workspaces.

In general, all our employees are entitled to the minimum benefits required by law according to the legal statutes governing the location of operation. Where relevant, and dependent upon employee rank and tenure, we provide convalescence pay, contributions to insurance policies or pension funds, work disability insurance, severance pay, educational fund contributions, and social security payments.

We firmly support the belief that family comes first, and therefore implement various initiatives to encourage our employees to spend quality time with their loved ones. In 2023, we expanded our maternity leave benefits in the U.S. to extend beyond the minimum legal requirements, demonstrating our commitment to supporting our employees during important life events. We provide our employees in Israel with access to a summer camp for children aged 4 and up, adding on an extra layer of support for working parents, and provide nursing and changing rooms at our facilities.

At our Tel Aviv and U.S., headquarters employees enjoy access to certain amenities such as charging stations for electric vehicles, bicycles, and scooters, as well as lectures and leisure activities, organized by our Community and HR departments.

Freedom of Association and Expression

According to our Human Rights and Labor Policy, we respect the legal rights of our employees worldwide to freely associate.

Furthermore, transparent communication is one of our core values. To this end, we provide our employees with open channels for communication and information sharing with their managers and colleagues. In addition, we maintain relevant whistleblowing and reporting channels for ethical, anti-corruption, and labor-related matters, as outlined in our corporate policies.

Measurement and Reporting of Equal Pay

We are committed to providing fair compensation and benefits to all employees. We offer competitive pay, bonuses, and stock awards to our eligible employees based on individual performance and tenure. In accordance with the requirements of the Israeli Equal Pay Law, we conduct a pay audit and publish a report on its findings on an annual basis. The audited report findings cover employees working at our corporate headquarters in Tel Aviv.

In our report for 2023, we found for the third consecutive year that there were no pay gaps between women and men in the same positions and ranks in our largest employment market, aligning with our approach to gender equality and provision of equal opportunities. The Equal Pay Report for Israel in 2023 can be viewed at the following link.

> Transparency and clear communication are core to our values, which is why we provide open channels for communication and information sharing.

Career Development and Training: Empowering Professional Growth

Our global workforce is comprised of dedicated professionals in various roles, joining the company with a wide-range of experience – beginning with students, interns, and entry-level positions - that includes people with little or no experience in cyber security, and extending to those with advanced degrees in science, computer programming, and engineering.

Regardless of their level of experience and education, we encourage our employees to make the most of their career through our training and career development programs, designed to help employees grow their skills and explore new opportunities within and beyond the company. To this end, we actively encourage career mobility, supporting employees who wish to transition between departments, while providing our employees with the training and development they need to do so.

Employees By Function 2023

29% Research, development and quality assurance

16% Customer support

10% Information systems, administration, finance, and operations

45% Marketing, pre sale, sales and business development

*Employees by function for full-time and part-time employees. Does not include contractors.

Supporting Cyber Security Career Development Through Our Global Associates Program

Our Global Associates Program is an 18-month journey designed for aspiring cyber security business and technology professionals. Associates have the opportunity to work alongside industry experts to tackle real-world challenges and make a tangible impact in the ever-evolving cyber security landscape. There are 3 rotations across key departments including Sales, Sales Engineering, Marketing, Sales Operations, and Customer Success.
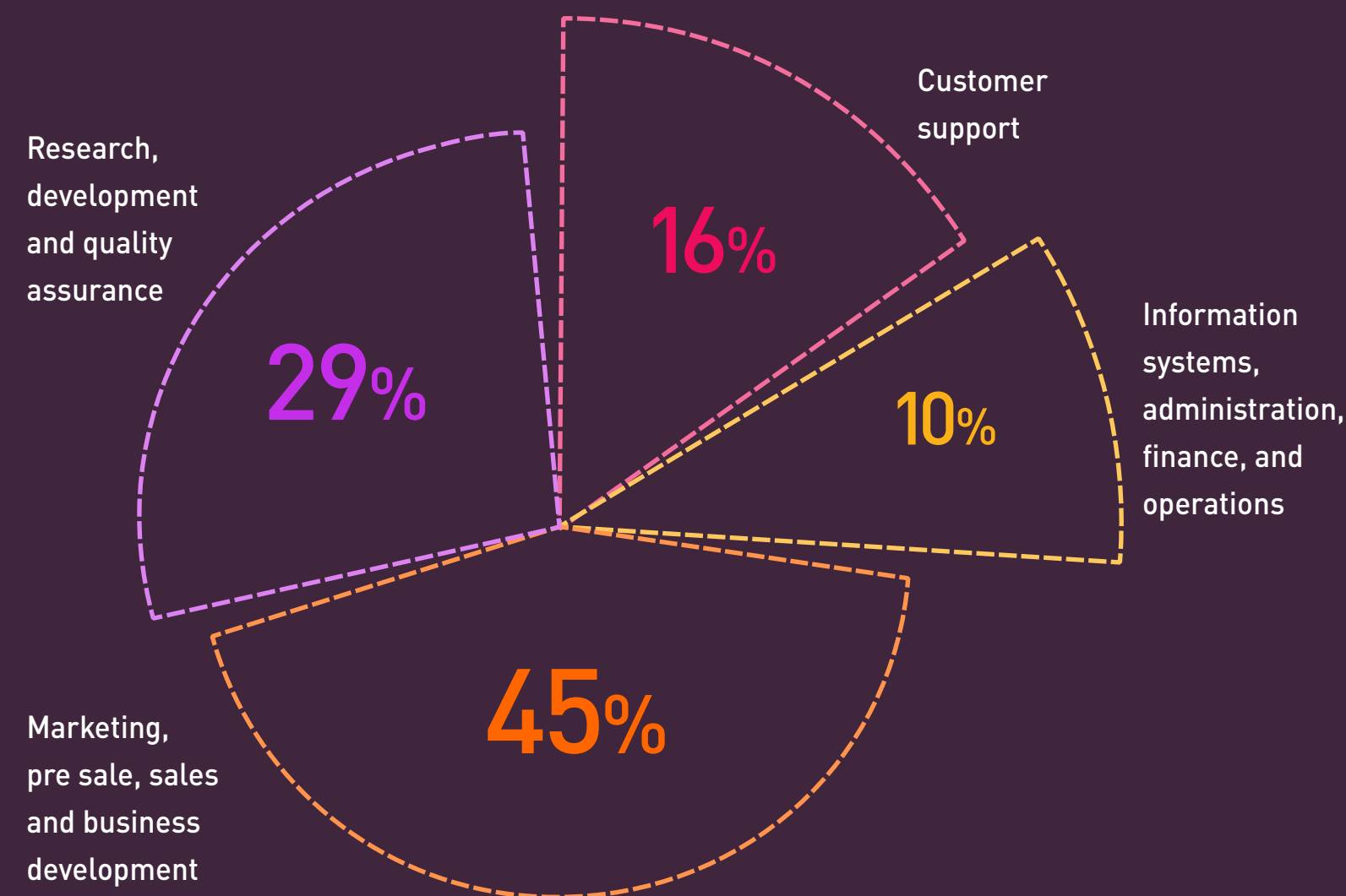
The program aims to hire high potential employees and give them exposure to different departments within the company as they launch their career in cyber security. In 2023, there were 86 total hires from the program, and in Americas, over 58% of the individuals were from diverse or underrepresented groups.

Employee Performance Reviews and Surveys

Our performance review process is a structured system with two annual evaluations: a mid-year review focused on providing guidance and setting targets for the second half of the year, and a comprehensive year-end review summarizing achievements and setting objectives for the coming year. This process is designed to foster employee growth and development, emphasizing clear communication of expectations. Transparency and open dialogue are encouraged, allowing employees to engage in candid discussions about their performance and aspirations.

The review process goes beyond evaluation, offering tailored guidance and recommendations for professional and personal development through various in-house training programs. Managers receive support on conducting effective performance reviews, ensuring they can contribute to their teams' growth.

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600 courses
for our employees in the course of 2023

Our Comprehensive Approach to Training and Career Development

We strive to create a positive, growth-oriented work environment where everyone feels supported and able to perform at their best. Investing in our employees' training and development opportunities contributes both to their personal development and the growth and success of the company. As a result, in the course of 2023, we conducted more than 600 courses for our employees.

The field of employee training is managed by the Learning and Training Department, led by the VP of Learning and Training, who sets the strategic direction and oversees implementation of programs throughout the organization. Guided by our Training & Employee Development Policy and Social Engagement (Our People) Policy, our approach is to invest in growth and learning opportunities our employees from their first day at the company. Our training programs include dedicated content for managers, featuring individual coaching, leadership summits, and development programs to equip them with the necessary tools to lead effectively.

We offer a wide array of learning opportunities covering cyber security trends, Check Point products, leading technologies and tools, and necessary soft skills. For instance, for our field sales employees, we provide specialized training to enhance their sales skills through online courses, instructor-led sessions, and conferences, providing them with the resources and knowledge to excel.

Our Training Performance and Programs

During 2023, we prioritized the professional and personal growth of our employees, spanning from recruitment to onboarding and continuous career and skill development. In addition to the hundreds of courses that we offered employees, **we delivered over 60,000 training days for new and existing employees** throughout the year. Overall, the total number of training days for existing employees **increased by 17%** compared to 2022, and the annual average of training days reached **9.6 days** per employee.

Training Performance Data - 2023

77
Number of training hours per employee

61,710
Number of training days

NEW HIRE PROGRAMS

SEMINARS & CONFERENCES

PROFESSIONAL COURSES

SELF-PACED TRAINING

MENTORSHIP & COACHING

MANAGERIAL & LEADERSHIP COURSES

ORGANIZATIONAL DEVELOPMENT ACTIVITIES

AI SKILLS TRAINING

Training Focus Areas in 2023

This year, a key area of employee training that we invested heavily in is the integration of generative AI technologies into regular workflows. To this end, we conducted AI hackathons for R&D and Software Engineering teams geared at deepening AI understanding and inspiring innovative projects. In addition, we hosted an introductory webinar for all employees and organized tailored AI workshops for various departments, including for Sales, Corporate Marketing, Field Marketing, and Product Marketing, with the goal of highlighting how AI tools can enhance their specific functions. In addition, employees received comprehensive training on Generative AI Safety to ensure the secure and effective utilization of AI tools in the workplace.

Our onboarding programs remained extensive, catering to technical and sales entry-level positions. We invested heavily in enhancing the content and experience of our new hire programs, including remote orientation programs that provided specialized training.

Strong professional and soft skills learning programs are something that our employees have come to expect and look forward to each year. Relevant courses we offer include Microsoft Excel, presentation skills, time management, effective interpersonal communication, and language courses, in addition to many others.

In terms of leadership development, we implemented managerial training initiatives at various levels within the company. Notably, we led a Sales Engineer Leadership summit for 30 directors from APAC, the U.S., and EMEA. Another major milestone was the generation of unique learning reports for many departments, which allow employees and their managers to track their training and career development regimen over time.

Our Annual TechFest – Learning and Developing Opportunities for Technical Employees

Each year, our R&D Department hosts TechFest, a two-day event for technical employees to share their work, promote cooperation, and spur innovation. The event features lectures, workshops, and unique content, including participation from renowned high-tech thought leaders. Our 15 professional forums, which share knowledge and encourage cooperation within common interest groups, also meet during TechFest. These forums operate independently, determining their own meeting schedules and content. Forum members, all experts in the same field, welcome new members, making TechFest an excellent opportunity for the vibrant exchange of ideas.

We continued to harness our commitment to the responsible application of cutting-edge technologies, ensuring that all our employees received comprehensive training on relevant topics.

Corporate Responsibility and Charitable Giving

Giving back is central to our ethos, expressed as support for community initiatives and engagement of our employees to create a positive and lasting impact.

Related SDGs

17 PARTNERSHIPS FOR THE GOALS

Our Commitment and Operational Framework

At Check Point, we believe that giving back is integral to our business culture. Our commitment to corporate responsibility is demonstrated through active support for both broader society and the local community. Our outlook on the topic is defined in our Corporate Responsibility Policy, which sets the tone for our Corporate Responsibility program, focusing on five key pillars:

- **Community Engagement and Welfare:** Support for local programs that foster stronger and more vibrant communities
- **Diversity and Inclusion:** Empowerment of women and underrepresented groups through initiatives promoting fair employment and social equity
- **Education:** Support for schools and educational institutions, providing learning opportunities and access to cyber security and technical education for individuals from various socioeconomic and cultural backgrounds
- **Environmental Sustainability:** Support for initiatives that preserve the natural environment and promote sustainable practices
- **Philanthropy and Health:** Assistance for the disadvantaged, and donations to hospitals and medical institutions to improve healthcare and social service access for all

Our corporate responsibility activities involve our employees and key stakeholders in meaningful ways. This includes engaging in a variety of volunteer efforts and participating in charitable giving campaigns at our offices worldwide.

We are dedicated to making a positive impact through our initiatives. By donating to causes that resonate with our values, we aim to create meaningful change and to maximize our positive impact for all stakeholders.

Donations & Charitable Giving in 2023

Our corporate giving and charitable donations **increased by 29% in 2023** compared to 2022, totaling over **$3.8 million**. It was through the provision of these funds that various important causes were supported, including in the form of donations, contributions, volunteering hours, and the provision of facilities for charitable use. These contributions reinforce our dedication to giving back, while supporting our employees, their families, and local communities.

29%
increase
in donations compared to 2022

Overview of Corporate Social Responsibility Projects in 2023

Environmental Sustainability

In 2023, employees at our international headquarters in **Tel Aviv, Israel** participated in the Be'eri Forest Rebuilding Project. The initiative seeks to restore the largest forest in the Western Negev that was significantly damaged. We matched money donated by employees to help replant trees and care for the health of the forest, out of a belief in the importance of maintaining the natural environment for the benefit of the community.

Our employees in **Singapore** have devoted a great deal of their time to environmental initiatives. In 2023, employees took part in the annual Plant-A-Tree Program in honor of Earth Day 2023, during which they volunteered their time to restore the greenery and beauty of the Singapore coastline. The initiative was part of the wider #OneMillionTreesSG movement – a nationwide effort in Singapore to improve the urban environment and enhance the country's resilience in the face of climate change.

In addition, the office participated in a waterways cleanup initiative organized by the Waterways Watch Society. During the activity, the employees planted trees, collected over 50 kilograms worth of waste, and cleaned up the natural water sources while taking a relaxing kayak ride along the Singapore River. The water in the Singapore River is directed to the Marina Reservoir, where the water is filtered so that it can be used as potable drinking water, making its cleanliness a top priority for the local community.

Our **Americas** employees took part in a volunteering effort together with the "Sandals Foundation" while on a business trip in the Bahamian Islands. With the help of local partners, participating employees and their families who were in attendance were assigned beaches to clean up as a token of appreciation to the local community and an effort to maintain a pristine marine environment.

During the Top Achievers Trip to **Hawaii**, participating teams spent time giving back to the local community through an inspiring volunteer initiative. Our employees planted and rehabilitated the local foliage, contributing to the health of the fragile local ecosystem.

Community Engagement and Welfare
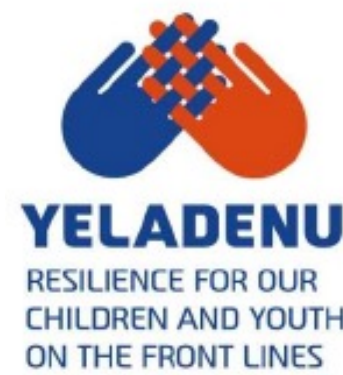
In addition, we supported various humanitarian causes this year in **Israel**, such as those relating to the rehabilitation of Kibbutz Magen. We provided social, material, and psychological support for displaced members of the kibbutz, including assistance in generating a disaster recovery plan, and providing them with school supplies and furniture to make their homes comfortable, while initiating other moral support activities.

Through the "Shitufim – Yeladenu" Project, which is a collaborative effort together with the Israeli Coalition for Trauma and Natal, we contributed to the establishment of two major resilience centers for children and youth affected by the recent conflict in the region. The centers included classrooms for learning opportunities, open activity areas, and numerous therapy treatment rooms, with the goal of supporting their overall wellbeing, and mental and physical resilience.

We also committed to hosting a weekly artisan and farmers market for impacted small business owners from the North and South of Israel at our international headquarters. The goal of this initiative was to support those affected by the recent conflict, enabling them to rehabilitate economically, while providing our employees with an opportunity to get to know local businesses.

In addition to these activities, we hosted daycare centers at our facilities to accommodate the needs of displaced families, and sponsored various events such as a career fair for reservists who were eager to reenter the workforce, a cocktail workshop, and a New Years celebration, in addition to donating necessary equipment to families to make their situation as comfortable as possible.

During the month of August at our offices in **Germany**, the team volunteered at a local assisted living home. As part of the project, the team built a beautiful, raised garden bed and planted currant fruit plants for the enjoyment of the residents.

Education

We are proud to support the inauguration of the Center for High-Tech Professions, a joint initiative of the Tel Aviv-Yaffo Municipality and the Tel Aviv Foundation. The Center promotes youth education in cyber, data, and robotics, serving 9th-10th grade students, with plans to expand annually to accommodate up to one thousand students. Check Point actively contributes by shaping the curriculum and integrating trends in AI and cyber security, inviting researchers to engage with students on tours and lab visits. This initiative underscores our commitment to fostering vibrant educational experiences, independent thinking, and practical experience in science and technology, ensuring equal opportunities for all.

In addition, Check Point's Founder and CEO, Gil Shwed, holds several key positions at Tel Aviv University. He is a Governor of the Board of Governors, Chairman of the Board of Trustees of the Youth University, and founder of the Check Point Institute for Information Security (CPIIS). Additionally, he serves as Chairman of the Board of Directors for the Yeholot Association, established by the Rashi Foundation, which aims to reduce high school dropout rates.

From left to right: Dr. Hila Oren (CEO of the Tel Aviv Foundation), Gil Shwed (Check Point Founder and CEO), Shirley Rimon Bracha (Head of Education Administration, Tel Aviv Yaffo Municipality), Ron Huldai (Mayor of Tel Aviv Yaffo)

We are proud to support the inauguration of the Center for High-Tech Professions, that promotes youth education in cyber, data, and robotics.

We are dedicated to making a positive impact through our corporate responsibility programs and initiatives.

Diversity and Inclusion

At our offices in the **United States**, we support a variety of initiatives aimed at increasing economic and professional opportunities for people of all experiences and backgrounds. We support "Coffee Uniting People" (CUP) Inc., a non-profit coffeehouse with locations in Tampa, Florida that aims to foster "inclusion, acceptance and opportunity for people of all abilities." In addition, we support organizations like the Multicultural Development Center of Iowa, which provides free STEM learning experiences and business training to promote inclusive economic development, and the Long Island Hispanic Chamber of Commerce, a community dedicated to supporting minority-owned small businesses.

As part of our support for women in cyber security and high-tech roles, we support "EmpoWE-R Women of InfoSec", an organization that motivates women to become leaders in the field of Information Security, as well as "Oklahoma Women in Technology," which provides thought leadership for women working in technological fields.

In **Israel**, we support "Tsofen High Technology Centers Ltd.," which is a joint Arab and Jewish nonprofit organization that promotes high-tech in Israeli society, "House of Wheels," an organization that creates social engagement activities for children with disabilities, and "Moona – Space for Change," which creates opportunities for exposure to high-tech fields in underprivileged communities throughout Israel.

Philanthropy and Health

Following the 7.8 magnitude earthquake that struck **Turkey** in February 2023, we made significant contributions to recovery efforts, focusing on the most affected areas. Supporting our employees with loved ones impacted by the disaster was a top priority for our efforts. To enhance our contribution, we partnered with the "Latet" organization to provide thermal clothing, tents, temporary housing, and sleeping bags for nearly 4,000 survivors of the disaster..

Employees at our office in **Singapore** participated in the JP Morgan Corporate Challenge that aims to create a culture of wellbeing and happier, highly engaged employees out of the belief that this improves productivity, morale, and retention, while reducing health risks. The Challenge supported the "Rainbow Center," an organization that works to help people with disabilities integrate holistically into the community.

At our offices in **Belgium**, employees and their families participated in the Race for the Cure® - the largest walking and running event in Europe to support the fight against breast cancer, which brings together over 25 different cancer organizations and various sponsors. Employees demonstrated their dedication by participating both in the 10-kilometer race and in the 4.5-kilometer walk.

Environment

Managing Our Impacts Through Sustainable Operations and Responsible Products

Environmental Impact

Related SDGs

Material Topics
• Climate Change
• Product Sustainability

Our Commitment to the Environment

At Check Point, our commitment to environmental stewardship is as strong as our dedication to cyber security. We strive to protect the planet alongside the digital world by identifying, tracking, and managing the environmental impacts of our carbon footprint, office operations, products, and supply chain. We have set a goal of achieving Carbon Neutrality across our operations by 2040, stemming from our understanding of the urgency of the climate crisis and the importance of joining global efforts to mitigate the effects of climate change.

We have set a goal of achieving Carbon Neutrality across our operations by 2040.

Operational Framework for Managing Our Impacts

To this end, we actively work to address environmental impacts across all facets of our business. In 2022, we began to disclose our carbon footprint arising from our operations, accounting for our direct (Scope 1) and indirect (Scope 2) emissions. We adhere to relevant environmental regulations, which guide the operational framework at our offices and in our relationships with relevant stakeholders, such as with our suppliers and manufacturers. In 2022, we published our Environmental Policy, emphasizing our commitment to protecting the planet and our efforts to improve the sustainability of our business across the value chain.

Our operational framework for managing environmental impacts includes:

• Adoption of environmental practices, including relevant standards, regulations, and policies in our operations
• Striving for the development of sustainable products and services that minimize environmental impact throughout their lifecycle
• Assessing our performance and maintaining transparent communication on our impacts, identifying areas for improvement
• Considering potential risks and opportunities arising from climate change

Through these efforts, we aim to ensure that our operations and products contribute positively to the environment, fostering a sustainable and secure future for all.

31

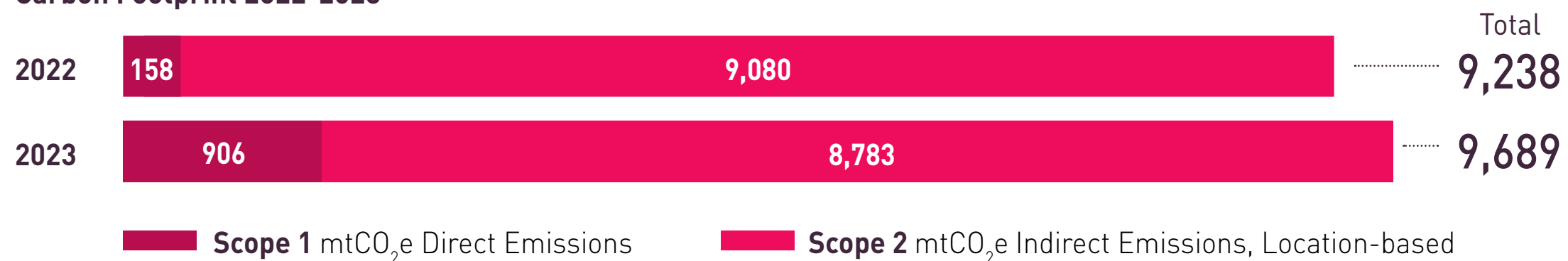# Our Carbon Footprint and Carbon Neutrality Commitment

Carbon Footprint

Monitoring and controlling our greenhouse gas (GHG) emissions is a cornerstone of our ESG strategy. We understand that accurately measuring and reporting on our carbon footprint is essential to managing our impacts and achieving improvement.

In 2023, we refined our data collection and calculation methodologies to reflect the impacts of our global operations more accurately. Currently, we report on our **Scope 1** (direct) and **Scope 2** (indirect) emissions. The increase in our Scope 1 emissions in 2023 compared to 2022 is due to the purchase of new air conditioning chillers at our corporate headquarters in Tel Aviv. The new chillers are more energy efficient than the previous models, and are expected to result in a reduction in our direct emissions in the coming years. Furthermore, our Scope 2 emissions remained relatively stable between 2022 and 2023, with the 2023 figure representing a slight decline. In forthcoming reports, we plan to expand disclosure of our organizational carbon footprint to include our Scope 3 emissions from the value chain. This comprehensive approach will provide a holistic view of our organizational emissions, thereby enabling us to effectively position our transition plan and carbon reduction strategy within our strategic framework.

Carbon Footprint 2022-2023[3]

Year	Scope 1	Scope 2	Total
2022	158	9,080	9,238
2023	906	8,783	9,689

Scope 1 $mtCO_2e$ Direct Emissions   **Scope 2** $mtCO_2e$ Indirect Emissions, Location-based

This year, we present our emissions intensity figure as a basis of comparison between the overall carbon footprint year-over-year. As evident, our emissions intensity increased by 1% between 2022 and 2023, representing a relatively stable carbon footprint for the organization. As we develop our organizational transition plan, we will continue to monitor our emissions to ensure that these and figures align with our Carbon Neutrality goal.

Emissions Intensity
($mtCO_2e$/M$ revenue)

Year	Value
2022	3.96
2023	4.01
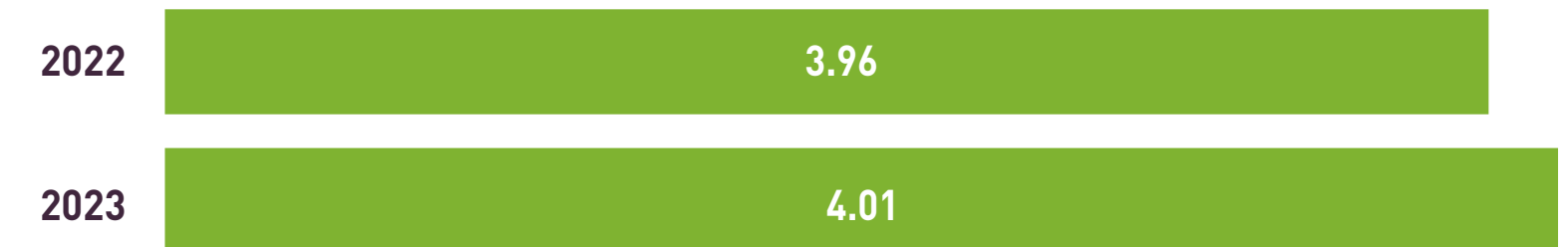
Carbon Neutrality Commitment

As noted, we have set out our commitment to achieving Carbon Neutrality by 2040. To achieve this goal, we have begun developing a transition plan that will enable us to effectively manage climate change risks and opportunities, based on our internal analysis of these factors. Our plan intends to encompass a range of initiatives, including energy efficiency measures, renewable energy procurement, and the exploration of innovative technologies and solutions to reduce our carbon emissions and overall operational footprint.

3. Note: Scope 1 and Scope 2 figures for 2022 have been restated from our previous report to reflect more accurate data collection.

Move to Renewable Energy to Fully Power Our International Headquarters

As part of our efforts to achieve Carbon Neutrality, Check Point's Tel Aviv headquarters, which serves as the main center of our operations, will account for **100% of its electrical consumption** through the purchase of renewable energy beginning in 2024. This milestone will be achieved through a Power Purchase Agreement (PPA) with a private electricity provider that generates renewable energy using sustainable sources such as solar panels and wind turbines.

As of 2023, we consumed approximately 15 million kWh of electricity annually from the Israel Electricity Company (IEC), which relies on traditional production processes involving the burning of fossil fuels.

We are proud to announce this significant step towards achieving our Carbon Neutrality goal and improving the sustainability of our operations.

Climate Change Risk and Opportunity Management

Check Point recognizes the significant impacts of climate change and global warming on both the environment and business operations. Our commitment to sustainability and corporate responsibility is reflected in our proactive approach to managing climate-related risks and opportunities. As part of our strategy, we implement a robust Business Continuity Plan to guarantee the resilience of our operations in the event of any climate-related events. Our efforts include compliance with environmental laws and regulations, striving for leadership in environmental sustainability. We will continue to monitor environmental risks and opportunities as they relate to our business, addressing relevant frameworks, and regularly reporting on our progress.

Sustainable Operations

Our commitment to sustainability extends to the operation of our facilities and global offices, with a particular emphasis on our corporate headquarters in both Tel Aviv and the United States.

Environmental Management at Our International Headquarters

Our international headquarters in Tel Aviv, Israel was constructed according to the Israeli Green Building Council certification, incorporating various energy efficiency practices. We continually upgrade our building with leading efficiency features such as a smart air circulation system in the parking lots and glass walls that neutralize heat, achieving significant energy savings.

As part of our sustainable approach, our headquarters boast 4,000 square meters of green walls, adding organic vegetation that naturally cools the buildings and surroundings, thereby contributing to energy efficiency and air quality.

Other energy efficient features include:
- Automated lighting and cooling systems to control consumption
- Use of energy-efficient lighting
- Installation of 30% more energy-efficient chillers
- Smart air circulation system in parking lots
- Upgraded uninterruptible power supply (UPS) systems with a 99% efficiency rate
- Installation of glass walls that neutralize heat

Water Consumption

We monitor our water consumption and explore opportunities for using gray water. Our green walls and roof gardens utilize recycled water from the building's HVAC systems. Water consumption at our operational locations is monitored, and we plan to report these figures in forthcoming reports as part of our Scope 3 emissions disclosure.

Waste Management

Our waste management strategy includes reduction, reuse, and recycling of electronic waste, plastic bottles, batteries, paper, and cardboard, while minimizing, when possible, single-use plastic. We developed an e-waste recycling program managed in collaboration with local authorities. We actively reduce our paper use by issuing paperless certifications, licenses, technical manuals, and supporting paperless infrastructure. Furthermore, we installed dish washers in the kitchens to encourage the use of reusable dishes and cutlery. We plan to disclose our waste management performance in forthcoming reports.

Transportation

We enable employees to work remotely as part of our hybrid work model and do not maintain a corporate vehicle fleet, which positively impacts our Scope 1 emissions due to low fuel consumption. Some of our offices feature EV, electric bicycle, and scooter charging stations and are within walking distance of public transportation hubs. We aim to minimize business travel, preferring online meetings and will continue to monitor our travel data as we work toward disclosure of our Scope 3 emissions.

Our Offices in the United States

Our U.S. Headquarters in 2023, located in San Carlos, California, were in a LEED Operations & Maintenance (O&M) Gold certified building.[4] The office exclusively used ENERGY STAR-rated equipment, which significantly optimized the heating, cooling systems, and building energy use.

Other sustainable features include:
- EV charging stations on site
- Advanced analytics software to optimize energy use
- Low flow water fixtures with leak detection
- Drought-tolerant landscaping and irrigation timers for water conservation
- Shuttles to and from the office to encourage the use of public transportation

In addition, at our offices in Irving, Texas, the cooling systems use natural gas and CO_2 HVAC systems, which have low emissions and a low global warming potential.

4 In the course of 2024, our U.S. headquarters were relocated to Redwood City, California.
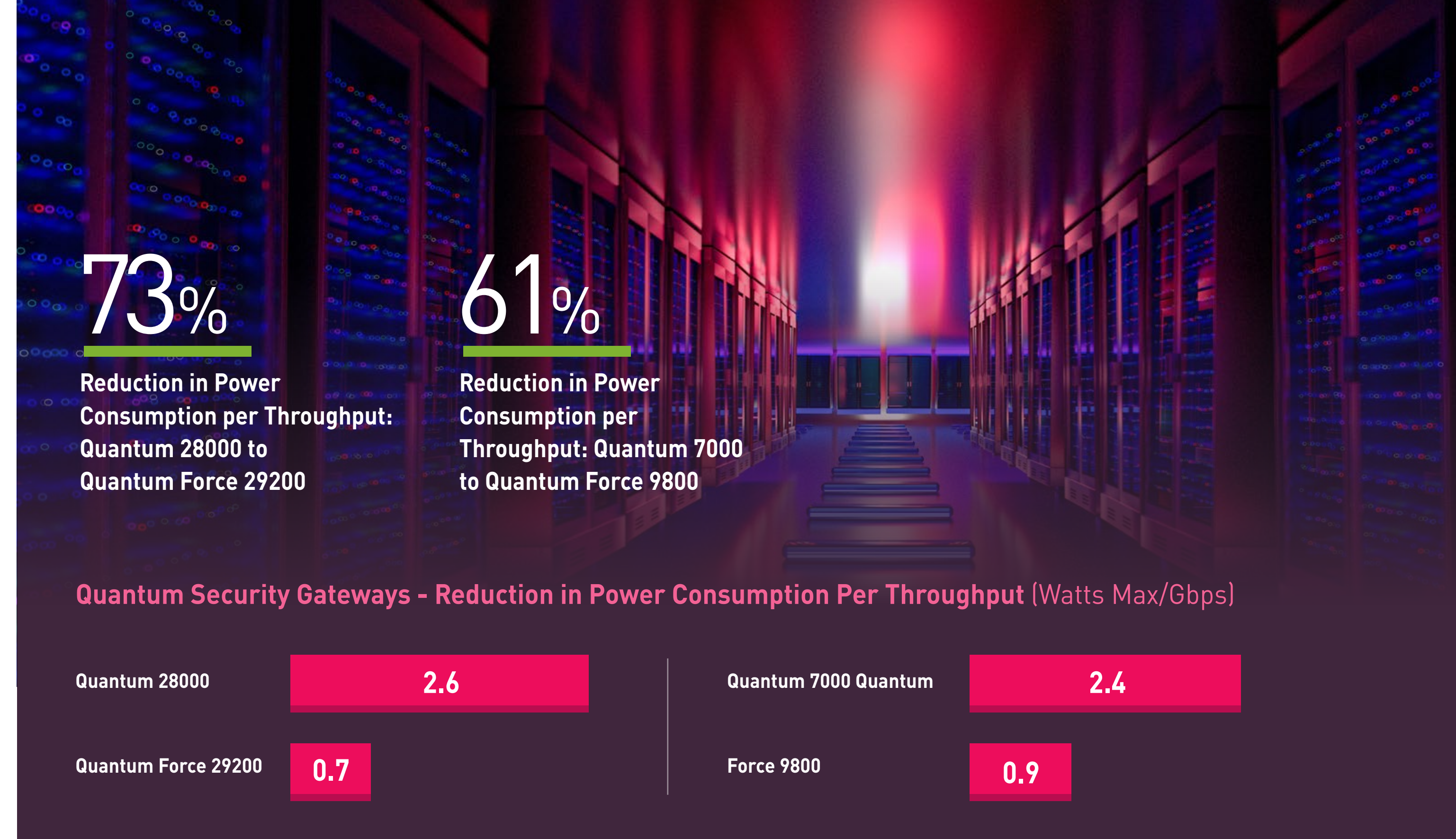
Product Sustainability

We work toward the enhancement of the sustainability of our products. Our ongoing efforts are focused on reducing power consumption and implementing lifecycle management practices. Additionally, we plan to calculate the carbon footprint of our products by conducting a lifecycle assessment (LCA) to identify areas for further improvement.

We recently conducted a power consumption efficiency study on some of our key product categories, with the goal of carefully examining our performance. The results of the study revealed that our Quantum Force security gateways significantly outperformed the previous models, setting an industry standard in efficiency of power consumption per throughput of threat protection.

Reduced Power Consumption (Watts) per Throughput (Gbps) Performance: Quantum Security Gateway Series

Reduction in Power Consumption (Watts) per Throughput (Gbps) is a critical aspect of environmental management, reducing both operational costs and environmental impact of hardware products. Reduction of the power consumption of our products not only supports sustainability goals but also helps our customers meet the rapidly evolving adaptability and resilience needs of modern data centers. By optimizing power use, we enable businesses to achieve higher performance with a smaller environmental footprint.

73%
Reduction in Power Consumption per Throughput: Quantum 28000 to Quantum Force 29200

61%
Reduction in Power Consumption per Throughput: Quantum 7000 to Quantum Force 9800

Quantum Security Gateways – Reduction in Power Consumption Per Throughput (Watts Max/Gbps)

Quantum 28000	2.6	Quantum 7000 Quantum	2.4
Quantum Force 29200	0.7	Force 9800	0.9

Check Point's Quantum Force 29200 security gateway demonstrates a notable reduction in Power Consumption (Watts) per Throughput (Gbps) Performance compared with the Quantum 28000. The 29200 model achieves a **73% decrease in Power Consumption (Watts) per Throughput (Gbps), while achieving a 112% improvement in Threat Prevention.**

Another product line that exhibits a significant reduction in power consumption per throughput performance is the Quantum 7000 to Quantum Force 9800 security gateway. The 9800 model delivers a **61% reduction in Power Consumption (Watts) per Throughput (Gbps), while achieving a 111% improvement in Threat Prevention.**

Modularity in the Quantum Maestro

As we work toward the integration of lifecycle management in our lines of physical products and hardware, a prime example of our commitment is evident in the modular Quantum Maestro system, which offers a scalable and flexible configuration to meet diverse needs. Starting with a basic setup, customers can scale their system as required, optimizing power consumption relative to workload. This design ensures that power use increases efficiently with workload, avoiding the inefficiency of underutilized large systems, especially as the solution is designed for an average lifespan of eight years. Additionally, the Maestro system's active gateways ensure continuous operation and buffer capacity, further enhancing power efficiency and system resilience. By prolonging the use phase of our products, we support our customers in achieving sustainable, long-lasting, and high-performance security solutions.

Sustainability in Our Supply Chain

Our commitment to environmental sustainability extends to our key suppliers and manufacturers. We collect data on environmental performance, aiming for quarterly reporting. In addition, we work to ensure that our manufacturing suppliers comply with a range of standards and certification requirements, including:

- ISO 14001 for environmental management;
- EU regulations RoHS II and RoHS III, which restrict the use of hazardous substances in electrical and electronic equipment;
- China's RoHS regulation;
- EU REACH;
- EU WEEE directive for managing electronic waste;
- EU's ECHA SCIP database under the Waste Framework Directive;
- EU Packaging Directive 94/62/EG for environmentally friendly packaging practices
- Proposition 65 standards to provide warnings to Californian consumers on potential exposure to harmful chemicals

Our expectations regarding environmental reporting and regulatory compliance are implemented in our agreements with our key suppliers and manufacturers, and are further emphasized in our Supply Chain Policy, Supply Chain Code of Conduct, and Environmental Policy.
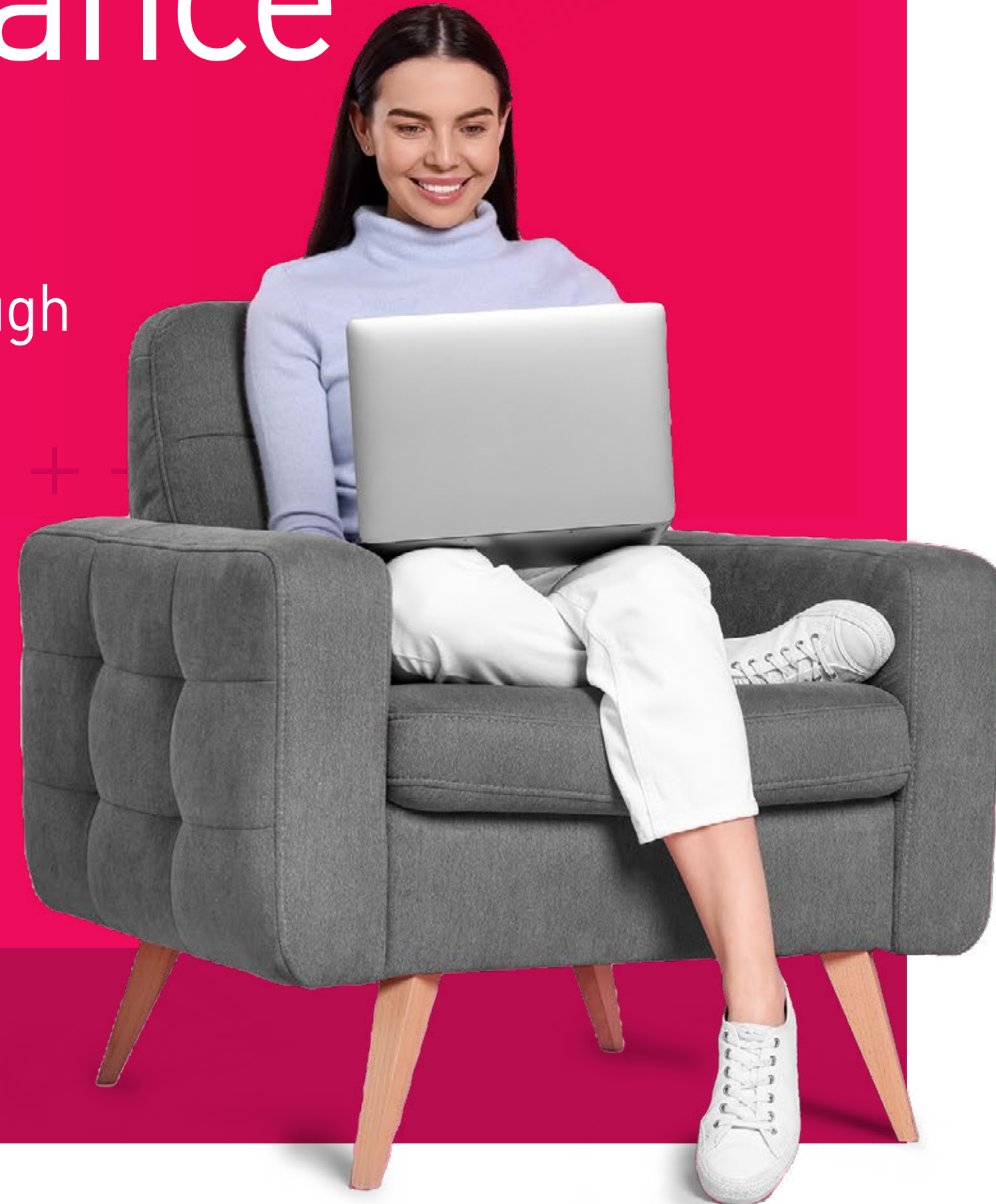
We work to ensure that our key manufacturers fully comply with a comprehensive range of standards and certification requirements.

Corporate Governance

Ensuring Integrity, Transparency, and Accountability Through High Standards of Corporate Conduct

Sound Corporate Governance

Related SDGs

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Material Topics

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

Corporate Governance Structure

We prioritize integrity and accountability through a robust corporate governance framework. Our Board of Directors adheres to comprehensive Corporate Governance Guidelines designed to fulfill their fiduciary duties while serving the interests of the company and its stakeholders. We have established written charters for our key committees to clearly define their roles and responsibilities. These guidelines and charters ensure that our governance practices align with the highest standards and effectively support the company's strategic objectives and sustainability goals.

About Our Board of Directors

Our Board of Directors is comprised of individuals with extensive expertise in corporate management, finance, science, cyber security, and decision-making. We place a strong emphasis on ensuring board independence and promoting diversity among our directors. Our board is made up of nine members[5], with Mr. Jerry Ungerman serving as the Chairman of the Board. As of publication of this report, **89% of our directors are independent directors** and there is representation of **33% women directors**, all three of whom are independent directors.

89%
independent directors

5. As of March 15, 2024.

+ INSIGHTS & HIGHLIGHTS

+ ESG AT CHECK POINT

+ SOCIAL

+ ENVIRONMENT

+ CORPORATE GOVERNANCE
  • Corporate Governance
  • Information Security
    & Data Privacy

+ CYBER SECURITY

+ DATA & INDICES

CHECK POINT

Our Board of Directors has three committees. The Audit Committee is chaired by Yoav Chelouche, with Guy Gecht, Tzipi Ozer-Armon, and Ray Rothrock serving as additional members of the Committee. According to Israeli Companies Law and NASDAQ requirements, Guy Gecht, Yoav Chelouche, and Ray Rothrock have "financial and accounting expertise," with Guy Gecht and Ray Rothrock also possessing "professional expertise" under Israeli Companies Law. The Compensation Committee is chaired by Ray Rothrock, with Yoav Chelouche and Guy Gecht serving as additional members of the committee. The Nominating, Sustainability, and Corporate Governance Committee is chaired by Shai Weiss, and Tal Shavit Shenav and Jill Smith serve on the Committee.

Board Diversity Matrix

As a NASDAQ-listed company we are mandated to annually disclose a board diversity matrix.[6]

The Board Diversity Matrix is publicly available on our website at the following link:

Gender	Female	3
	Male	4
	Undisclosed	2
Ethnicity	White	7
	Undisclosed	2
Orientation	LGBTQ+	0
	Undisclosed	2
Other Disclosures	Disclosed disability	1

Our Board of Directors

GIL SHWED
• Chief Executive Officer, Founder and Director

JERRY UNGERMAN
• Chairman of the Board of Directors
• Independent Director[7]

GUY GECHT
• Lead Independent Director
• Independent and Outside Director[8]
• Member of the Audit Committee; Member of the Compensation Committee

YOAV CHELOUCHE
• Director
• Independent and Outside Director
• Chairman of the Audit Committee; Member of the Compensation Committee

TZIPI OZER-ARMON
• Director
• Independent Director
• Member of the Audit Committee

RAY ROTHROCK
• Director
• Independent and Outside Director
• Chairman of the Compensation Committee; Member of the Audit Committee

DR. TAL SHAVIT
• Director
• Independent Director
• Member of the Nominating, Sustainability, and Corporate Governance Committee

SHAI WEISS
• Director
• Independent Director
• Chairman of the Nominating, Sustainability, and Corporate Governance Committee

JILL SMITH
• Director
• Independent Director
• Member of the Nominating, Sustainability, and Corporate Governance Committee

For additional information on our board of directors and corporate governance guidelines and principles, please see our 20-F Annual Filing or visit the Committee Composition link on our website.

6. Within the NASDAQ Corporate Governance Requirements Rulebook.
7. "Independent Director" according to the Nasdaq Global Select Market regulations and the Israeli Companies Law. Further explanation on qualifications for director independence are provided in our 20-F Annual Filing on pg. 46.
8. "Outside Director" as required by the Israeli Companies Law and the relevant regulations. Further explanation on the qualifications for outside directors is provided in our 20-F Annual Filing on pg. 46.

About Our Code of Ethics and Business Conduct

Our strong commitment to ethical business practices is upheld through our comprehensive Code of Ethics and Business Conduct. The Code is designed to protect our reputation and ensure that all employees, officers, directors, and contractors conduct themselves with honesty, integrity, and ethical behavior. These guidelines are intended to benefit our stakeholders by promoting a uniform set of values across the company and ensuring compliance with all relevant laws and regulations.

Training on the Code of Conduct

As part of our commitment to high ethical standards, new and existing employees are required to undergo an annual training on the Code. This comprehensive training ensures that every employee is familiar with our ethical guidelines and understands their importance in our daily operations.

In 2023, **100% of our employees successfully completed the Code of Ethics training**.

Ethical Business Conduct

The topic of ethical business conduct is addressed comprehensively, prioritizing integrity through a robust framework of policies and practices. We promote our core values of honest and ethical conduct, open communication, integrity, equal opportunity, and diversity. Our Code of Ethics and Business Conduct outlines the standards of behavior expected from everyone associated with our organization. Additionally, our Insider Trading Policy guides employees and relevant stakeholders on how to manage transactions involving Check Point's securities, while our Anti-Corruption, Bribery, and Money Laundering Policy underscores our commitment to lawful and ethical business practices. To uphold these standards and manage related requests, we have a Whistle Blower Procedure that provides channels for reporting any unethical behavior. These policies collectively foster a culture of integrity, helping us build trust with our customers, partners, and all our stakeholders.

We promote our core values of honest and ethical conduct, open communication, integrity, equal opportunity, and diversity.

CHECK POINT

Anti-Harassment and Anti-Discrimination

We maintain a zero-tolerance policy toward any form of harassment, including sexual harassment.

Furthermore, we firmly prohibit any discriminatory practices based on race, color, age, gender, sexual orientation, gender identity and expression, family status, ethnicity, religion, disability, union membership, or political affiliation. Our commitment aligns with the core principles outlined in international conventions aimed at eliminating discrimination. Our policy on non-discrimination is embedded in all aspects of employment, from recruitment to job assignments, promotions, remuneration, training, and benefits. As an equal opportunity employer, Check Point is dedicated to treating all employees with fairness and respect. Together with our General Counsel, our CHRO oversees the implementation of these policies, ensuring adherence and addressing any concerns that arise promptly and effectively.

Corruption, Bribery and Conflicts of Interest

Check Point prohibits any form of bribery, corruption, and money laundering, including, but not limited to, any offers, payments, or promises of value given to influence decisions or secure improper advantages in business dealings. This includes transactions involving government officials, private sector employees, and other third parties. We also prohibit facilitating payments, improper use of charitable donations, and political contributions as a means of bribery. All charitable donations, sponsorships, and contributions are disclosed to ensure transparency and integrity in our operations.

We recognize that conflicts of interest may arise when personal interests interfere with Check Point's business interests. To address this, employees are required to disclose any potential conflicts to the Chief Human Resources Officer or the General Counsel. Proper disclosure and adequate decision-making ensure that all business actions align with the company's ethical standards and compliance with relevant laws and regulations.

Training on Anti-Bribery and Anti-Corruption

Annual training on anti-bribery and anti-corruption policies and practices is provided to employees within the organization, particularly sales and business teams that have frequent contact with external parties. As of 2023, we achieved **100% compliance with our anti-bribery and anti-corruption training** for relevant employees.

100% compliance with our annual governance and ethics trainings.

100%

compliance with mandatory data privacy (GDPR) training for all employees.

Information Security

As a leading cyber security company, Check Point places paramount importance on information security throughout our business operations and with all our stakeholders. We consider information one of our most valuable assets and take extensive measures to protect it through our information security framework.

Our Comprehensive Security Measures

We maintain a detailed information security framework to effectively manage and control the flow of information both within and outside the organization made up of the following:

- Our Chief Information Security Officer (CISO) oversees the implementation and maintenance of the Information Security program and safeguards, ensuring continuous monitoring and testing of our security controls
- We maintain ISO 27001 certifications for our relevant business units. Our security strategy is grounded in internationally recognized frameworks such as NIST 800-53
- Our Board of Directors, through the Audit Committee, provides ongoing oversight of our cyber security risk management program, ensuring that we remain at the forefront of best practices in information security and data protection. This includes regular reviews of our cyber security strategies and risk mitigation efforts, supported by a team of directors with cyber security and IT technology expertise
- We are committed to maintaining and improving our information security and privacy management frameworks, as outlined in our relevant policies such

as our: Information Security Policy, Incident Response Plan, Firewall and Network Access Policy, and Physical Security Policy, among others. Additional details on our relevant policies are provided at our Trust Point website
- We maintain a detailed inventory of information assets, and our information security program continuously conducts risk assessments on all information assets
- We require all of our subcontractors and business partners to comply with our information security policies and standards, according to our Vendors Information Security Assessment Policy
- We uphold a strict policy that ensures only authorized users have access to pertinent information
- We apply strict security principles throughout our product development lifecycle, ensuring that security is integrated from the initial design phase through to deployment. Our products hold various industry-standard security certifications including: SOC 2, ISO/IEC 27000 series, Common Criteria (ISO-IEC15408),

EAL4+, FIPS 140-2, NSS Labs, ICSA Labs, IPv6, CSfC, CESG NCSC CE+, among others. Information on our Product Certifications is available at the following link
- Our employees undergo regular and on-going training on the latest information security measures. In 2023, we achieved **98% completion rate for our security awareness training programs**. To further reinforce our commitment, every new hire undergoes an information security training session as part of the onboarding process
- Our commitment to information security is further demonstrated through our comprehensive Security Operations Center (SOC) that operates continuously and around-the-clock to monitor and respond to potential threats. Additionally, we conduct regular risk assessments and engage third-party experts to validate our practices to ensure alignment with industry standards and best practices

CHECK POINT™

+ INSIGHTS & HIGHLIGHTS

+ ESG AT CHECK POINT

+ SOCIAL

+ ENVIRONMENT

+ CORPORATE GOVERNANCE
  • **Corporate Governance**
  • **Information Security**
    & Data Privacy

+ CYBER SECURITY

+ DATA & INDICES

Data Protection and Privacy

Our commitment to cyber security performance extends to the protection of personal and organizational data and respect for individuals' data privacy. Our privacy practices are informed by several key principles, including accountability, transparency, and control. We ensure that personal data is collected for specific and legitimate business purposes, that data retention is minimized, and that it is stored safely and accurately.

Protecting Personal Data to Build Trust

We uphold comprehensive data protection and privacy policies to safeguard personal information, including the following:

- Our privacy compliance efforts are overseen by a dedicated team, including a Data Protection Officer (DPO), supported by our Legal Department, which monitors global privacy regulations and ensures our practices meet and exceed international standards
- As noted, the Audit Committee monitors and audits our data privacy and protection-related procedures
- We uphold comprehensive policies including a Privacy Policy, GDPR Statement, statements of compliance with the California Consumer Privacy Act (CCPA), and the EU-U.S. Data Privacy Framework, available at our Trust Point website.
- The Trust Point serves as a comprehensive resource highlighting our commitment to data protection, privacy, legal, and regulatory compliance. It provides

We uphold comprehensive data protection and privacy policies to safeguard personal information and ensure compliance with relevant regulations.

additional information on the following policies:
- ○ Personal Data and Privacy Policies: Personal Data Breach Policy and Data Subjects Rights Procedure
- ○ Acceptable Use Policies: Acceptable Use Policy and Mobile Security Policy, which outline guidelines for appropriate use of technical resources
- ○ Safe Use of AI Policy: For the ethical, responsible, and secure development and deployment of AI technologies, prioritizing data privacy, transparency, and employee training
- At our Trust Point and other readily available locations on our website, we provide contact information for the submission of any relevant data privacy inquiries
- We implement appropriate physical, technological, and administrative measures to prevent unauthorized processing of personal data, including data minimalization procedures, and protect against data loss, damage, or destruction
- We consistently monitor relevant privacy and data protection regulations at a global scale, and consult with legal experts on relevant topics, when necessary

- We uphold a risk management program for third parties regarding privacy, taking global and local regulations, such as the GDPR, CCPA, etc., into consideration in the context of the due diligence process
- We conduct privacy training for new hires and provide annual training for all staff on the GDPR Directive. As of 2023, we achieved **100% compliance with mandatory data privacy (GDPR) training for all employees**. Tailored privacy training is also provided to stakeholders who handle personal data in ways that might have a significant impact. This ongoing education ensures that our employees remain informed and vigilant about data privacy matters

We will continue to examine and take seriously topics of data protection and privacy, regularly reporting on our progress in this regard.

Risk Management

Over our more than thirty years of operations, we have established a robust risk management framework designed to identify, assess, and mitigate risks that could impact our business operations. Our framework integrates risk management processes into our overall strategic planning and operational execution to ensure comprehensive oversight and proactive management of potential risks. This includes regular risk assessments to identify internal and external risks, evaluate their likelihood and potential impact, and determine the sufficiency of our existing safeguards. We employ significant resources and designate high-level personnel to oversee and manage these processes, ensuring that our risk management strategies are aligned with our business objectives and regulatory requirements.

Our risk management activities encompass various domains, including information security, compliance with legal and regulatory requirements, and operational risks. We conduct periodic assessments and reviews to stay ahead of emerging risks and regulatory changes, ensuring that our policies and procedures remain effective and current. Additionally, we engage internal auditors and third-party experts to validate our risk management practices, providing an added layer of assurance.

Business Continuity

Ensuring business continuity is a critical component of Check Point's operational strategy. We have implemented comprehensive plans to prepare for and respond to a wide range of potential disruptions, including natural disasters, cyber-attacks, and other unforeseen events. Our plans are designed to minimize downtime and ensure the quick recovery of critical business functions. This includes maintaining redundant systems, secure off-site backups, and robust disaster recovery protocols to protect our data, operations, and infrastructure.

Our business continuity strategy also emphasizes the importance of continuous improvement and adaptation. We regularly test our plans through simulations, incorporating lessons learned to enhance our resilience. By fostering a culture of preparedness and continuous improvement, we express our commitment to maintaining operational stability and safeguarding our stakeholders' interests.

More information on our risk management framework and business continuity considerations are presented in our 20-F Annual Filing.

Responsible Management of Our Supply Chain

It is our belief that commitments to sustainable and responsible business practices from our suppliers and key manufacturers ensure that we operate our business with integrity across the entire value chain Add space.To this end, we uphold human rights and strictly prohibit any form of slavery or forced labor practices in our operations, as outlined in our Human Rights and Labor Policy, Anti-Slavery Policy, and Modern Slavery Statement. Our Conflict Minerals Policy underscores our commitment to sourcing conflict-free minerals. All our key manufacturers are required to have ISO 9001 for Quality Assurance and Management, ISO 45001 or OHSAS 18001 for Occupational Health & Safety Management, and ISO 28001 for Security Systems Management, among other leading certifications. We actively work with our suppliers to improve the reporting of critical data related to their operations, promoting transparency and accountability. Additionally, we strive to integrate diverse suppliers from various backgrounds to foster inclusivity and innovation. We implement a Supply Chain Policy and Supplier Code of Conduct, which outline our expectations of suppliers and key manufacturers on these topics.
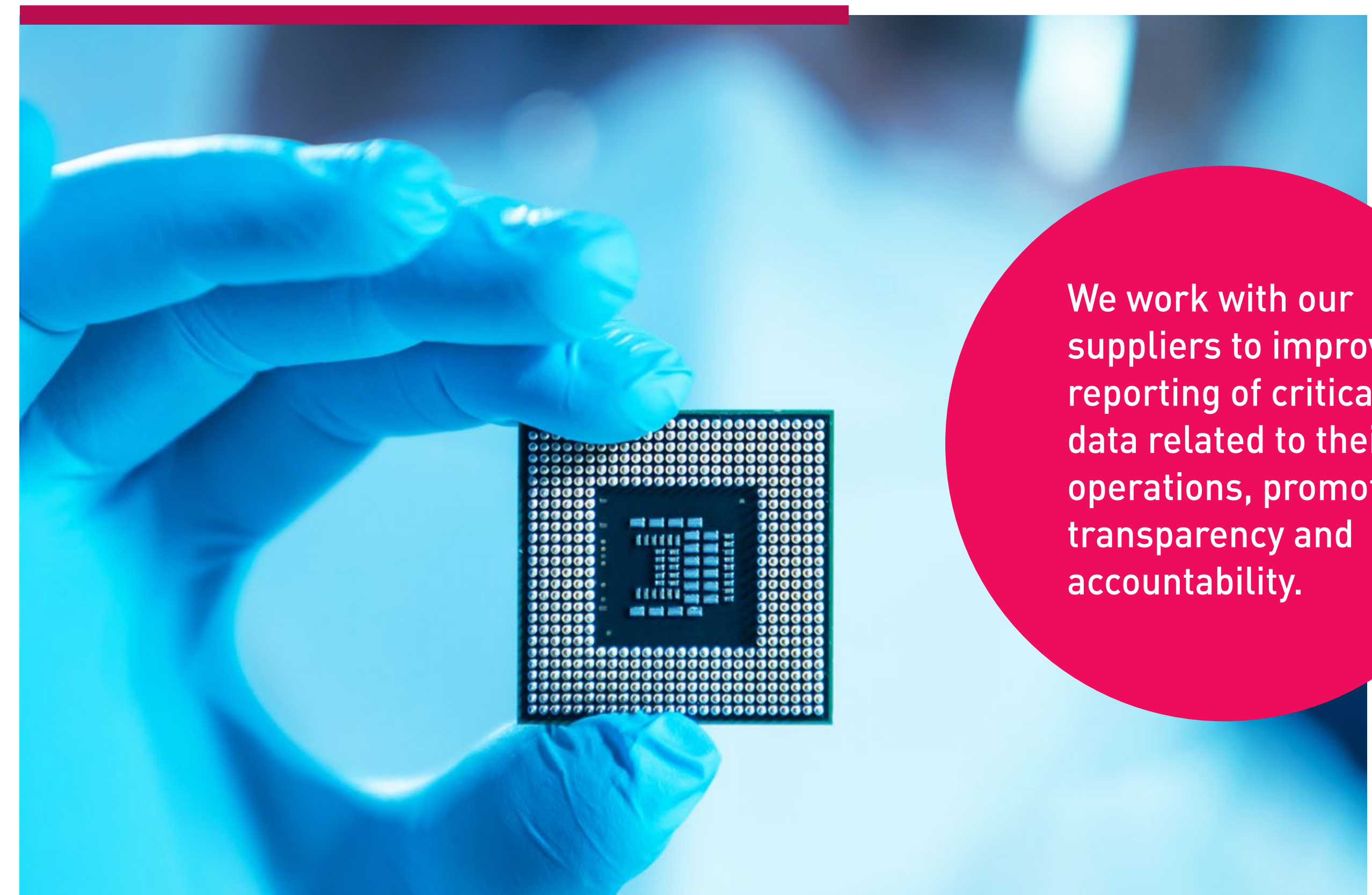
We work with our suppliers to improve reporting of critical data related to their operations, promoting transparency and accountability.
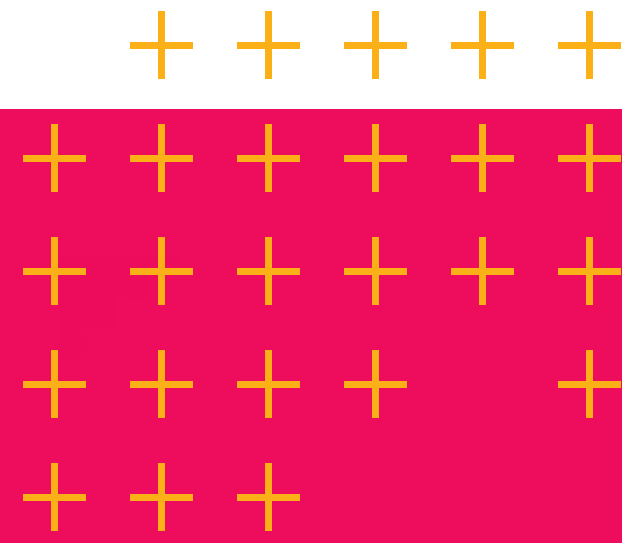
Cyber Security

Professional leadership, education, and knowledge of cyber security topics in a rapidly evolving digital world.

Related SDGs

4 QUALITY EDUCATION

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Material Topics

- Securing Digital Infrastructure – Cyber Security as a Common Good
- Cyber Security Education

Cyber Security Leadership

Overview of Our Approach: Cyber Security for All

We believe that exposing cyber-attacks serves as a vital public necessity, safeguarding society by enhancing awareness and knowledge of cyber security threats. When cyber incidents are disclosed, they provide valuable insights into attack methodologies, helping organizations and individuals better understand potential vulnerabilities and prepare effective defenses. Transparency in reporting cyber-attacks fosters a collaborative environment where information is shared, leading to improved security measures across various sectors. Additionally, public awareness of cyber threats encourages vigilance and proactive behavior, ultimately contributing to a more secure digital landscape for everyone.

To heighten and improve awareness, we engage with the prestigious World Economic Forum (WEF), supporting the annual conference in Davos and playing a central role in various cyber security initiatives and industry reports. For instance, we lead efforts in the WEF's Centre for Cyber Security, contributing to thought leadership on global cyber resilience, particularly within the oil and gas industry. In addition, we contribute to the annual "Global Cyber Security Outlook" report, providing our insights on topics of key importance for companies, working with WEF members to lead the global response to cyber security challenges. We also contribute to the WEF's Chief Learning and Development Officers community, brainstorming strategies to close the global cyber skills gap.

190,000

individuals trained on cyber security topics in 2023[7]

Walking the Talk: Cyber Security Thought Leadership from Check Point Research

Check Point is widely regarded as a thought leader in cyber security, with our experts often consulted and interviewed to provide coverage on major global cyber-attacks. Experts, developers, and senior leadership at Check Point are regularly invited to participate in industry conferences, thinktanks, news media interviews, and professional panels to share valuable insights.

Through our extensive Research Division - Check Point Research (CPR) – we deliver on our commitment to helping people everywhere understand the rapidly evolving cyber threat landscape. Recognized as one of the prominent threat intelligence organizations globally, CPR's goal is to generate thought leadership that supports professionals in addressing relevant research and threats effectively, providing them with the tools and know-how to enhance the extent of their cyber security knowledge. Acting as our threat intelligence arm, CPR identifies and analyzes the latest cyber threats, vulnerabilities, and cybercrime trends.

Key aspects of Check Point Research include:

1. **Threat Intelligence Reports:** CPR publishes regular reports on emerging threats, vulnerabilities, and attack trends. These reports provide detailed analyses of cyber incidents, malware campaigns, and malicious actors' activities.

2. **Vulnerability Research:** CPR identifies and discloses vulnerabilities in various software, hardware, and communications systems. This includes working with vendors to ensure that vulnerabilities are patched and mitigated.

3. **Cybercrime Analysis:** CPR investigates and analyzes cybercrime activities, including ransomware, phishing, and other attack campaigns. This helps organizations understand the tactics, techniques, and procedures used by cybercriminals.

4. **Collaboration and Partnerships:** CPR collaborates with global law enforcement agencies, industry peers, and academic institutions to share intelligence and improve collective cyber security.

5. **Educational Resources:** The research produced by CPR is often used to educate the public, security professionals, and organizations about the latest cyber threats and best practices for mitigating them.

6. **Innovative Research:** CPR is known for its innovative research projects, including the discovery of sophisticated malware, new attack vectors, and advanced persistent threats (APTs).

7. **From Research to Innovation:** CPR also leverages its research into building Check Point's family of products, ensuring that technological advancements are applied to block and control emerging and advanced threats for the company's global customer base.

Through its efforts, Check Point Research plays a crucial role in enhancing global cyber security awareness and providing valuable intelligence to protect against cyber threats.

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7. Accounting for the participants in our various external-facing cyber security education programs, and visitors at our Cyber Center in Tel Aviv in the last year.

The Cyber Threat Landscape in 2023

In 2023, cyber threats continued to escalate, with organizations worldwide each experiencing an **average of 1,158 weekly cyber-attacks**. This marks a **1% increase compared to 2022** and maintains the significant upward trend observed in previous years, highlighting a concerning rise in digital threats. In addition, **1 in every 10 organizations worldwide was hit by attempted Ransomware attacks in 2023**, an increase of **33% from the previous year**, when **1 in every 13 organizations was targeted by ransomware attacks.**

2023 also saw a significant rise in **hacktivism**, with hackers motivated by political and social causes, often backed by government entities. This trend was particularly evident in on-going global conflicts.

Attackers also **targeted new entry points**, such as routers and switches, as well as other edge devices, affecting major organizations through stolen login credentials and malicious software.

In addition, **AI** played an increasingly influential role in cyber-attacks, enhancing the effectiveness of phishing campaigns. However, AI also empowered cyber defenders to bolster their defenses against these sophisticated threats.

Law enforcement agencies achieved some success against cybercriminals, dismantling major threats like the Hive Ransomware network and the Qbot infrastructure. Despite these victories, the persistence of advanced and highly intelligent cyber-attacks reveals the importance of constant vigilance to combat and defeat cybercrime.

To discover the full extent of our cyber security research conducted in 2023, read our extensive **2024 Cyber Security Report** at the following link.

1 in 10

organizations was hit by an attempted Randsomware attack in 2023.

2.8 billion

security decisions made daily.

2.7 billion

events prevented throughout the year.

Advanced Incident Response

Check Point's Incident Response (IR) Services are available 24/7/365 to handle security incidents promptly. With a single hotline call, our IR team swiftly acts to contain threats, works to minimize impact, and endeavors to ensure business continuity. By leveraging these services, organizations benefit from our expertise and experience in managing and mitigating cyber security incidents. These services help organizations address threats and attacks immediately, when they are needed most.

Cyber Control Center
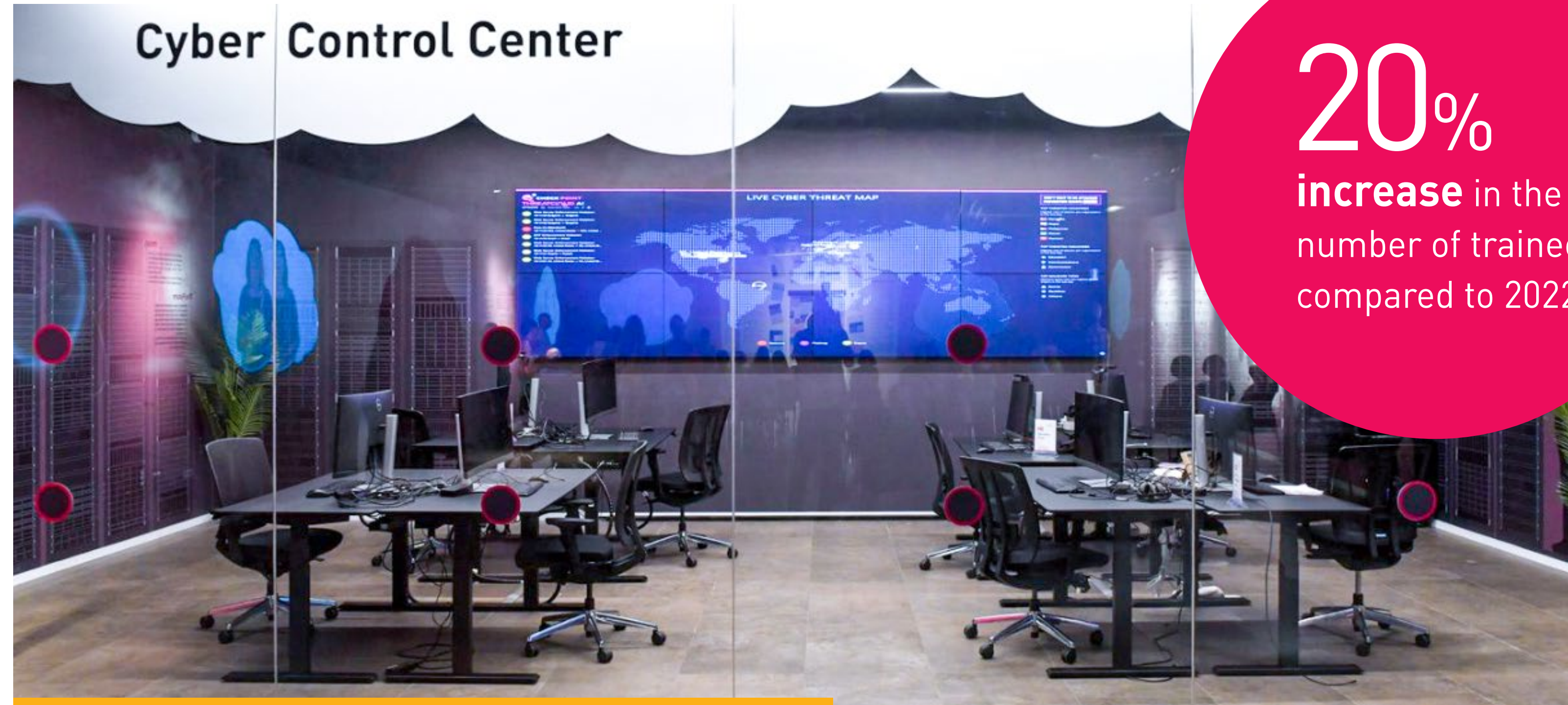
20% **increase** in the number of trainees, compared to 2022.

Cyber Security Education and Workforce Training

In an increasingly digital world, cyber security education is essential for both personal and professional ecospheres. By raising awareness and understanding of cyber threats, individuals and organizations can better control and mitigate these risks. Comprehensive cyber security education and workforce development equip people with the skills needed to navigate the digital universe safely and effectively. This knowledge not only enhances personal security but also contributes to a more secure and resilient digital infrastructure for businesses and society. Cyber security expertise is highly valued across industries, making it a crucial skill in today's interconnected world.

Check Point prides itself on offering a wide array of cyber security education and workforce development programs designed to enrich knowledge, teach essential skills, and improve cyber security literacy. These programs cater to all levels, from novices and the general public to experts and seasoned Chief Information Officers (CIOs) and Information Security Officers (CISOs).

Furthermore, we are committed to expanding access to cyber security awareness and upskilling opportunities through a strategic roadmap focusing on our **MIND** and **SecureAcademy** training programs. Through these initiatives, we work to educate the next generation of cyber security professionals while striving for a safer, more secure, and resilient digital environment.

To that end, we improved cyber security awareness for nearly 190,000 individuals in 2023 - 179,500 of whom were trained through our education, workforce training, and certification programs and courses. This represents a 20% increase from the previous year that saw 150,000 individuals trained, in total.

Our leading cyber security education programs, part of Check Point MIND include:

1. **SecureAcademy™:** Check Point's SecureAcademy - partners with academic institutions worldwide to offer resources cyber security education. Since 2017, this program has engaged **over 20,000 students around the world**, equipping them with essential skills in cyber security and preparing them for careers in this critical field. By providing access to comprehensive training materials and certifications, SecureAcademy - works to enhance the cyber security workforce's overall proficiency.

179
partnerships in 60+ countries

20,000
Students engaged since inception

23%
Growth of partner institutions

44%
increase in the number of students since 2022

2. **Certification Training:** Check Point's Certification training is aimed at security practitioners and experts seeking to increase their proficiency levels in performing their professional responsibilities using Check Point products and services. The certification program includes globally recognized certifications such as the CCSA, CCSE, and CCSM. These certifications not only validate the expertise and skills of participants but also broaden their horizons, leading the way to advanced career opportunities.

3. **Hacking Point:** This program is designed for security professionals who want to master penetration testing techniques and cyber security practices. Hacking Point offers courses that cover various aspects of offensive security, enabling participants to gain deep knowledge of cutting-edge cyber threats and how to effectively counteract them.

4. **CISO Academy:** Tailored for C-level executives and those aspiring to such roles, the CISO Academy focuses on advanced cyber security practices and strategic leadership. This program helps executives balance tactical security issues with broader organizational strategies, ensuring robust cyber security governance at the highest levels.

5. **SmartAwareness:** This program provides personalized security awareness training for employees to prepare them for real-world cyber threats. SmartAwareness focuses on anti-phishing training and other essential cyber security practices, making it a vital tool for organizations to enhance their overall security posture with an educated workforce.

In addition, the **Check Mates program** is Check Point's vibrant online community, designed to connect cyber security professionals, enthusiasts, and customers worldwide. It serves as a platform for sharing knowledge, best practices, and solutions related to Check Point products and cyber security in general. Members can participate in discussions, access a wealth of resources, and collaborate with peers to solve complex security challenges.

Together, these programs collectively aim to improve global cyber security awareness, education, workforce training, and expertise, helping individuals and organizations build stronger defenses against an ever-evolving landscape of cyber threats.

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Making Cyber Security Knowledge Fun with Our 'CISO's Secrets' Podcast

"CISO's Secrets" is a weekly 40-minute podcast that offers insightful discussions on pressing cyber security topics. Featuring CIOs and CISOs from leading global companies, the podcast shares true stories and real-life scenarios. The host guides listeners through conversations on security trends, best practices, cloud computing, networks, data, employee behavior, and industry secrets, blending professional insights with personal experiences.

The podcast is highly successful with nearly 40,000 listeners since it was first launched, and approximately 8,000 new listeners in 2023 alone.

10,000

visitors at our Cyber Center in 2023

Visiting the Check Point Cyber Center: An Educational Experience

Located at our headquarters in Tel Aviv, the Cyber Center is a unique educational hub designed to introduce cyber security to a diverse audience, celebrate the efforts of those who protect our digital way of life, and explore securing our global connectivity on an individual level. The Cyber Center offers comprehensive educational opportunities in cyber security for everyone from middle school to university students to our customers and the elderly. Entrance to the Cyber Center, which serves as Israel's first "museum of cyber security", is free of charge.

A guided tour includes a specialized exhibition and videos that explain:
• The role of cyber security and the evolution of technology
• The sources and nature of cyber-attacks and how they can be prevented
• Check Point's pivotal role in establishing and building the cyber security industry over the past 31 years
• How to safely engage with the digital environment on a daily basis
• Insights into the future of cyber security, including the potential impact on the next generation

In 2023 - the Cyber Center's inaugural year - we hosted **nearly 10,000 visitors** from various demographics and geographic regions in Israel, as well as visitors from around the world.

Register for a tour at the Cyber Center by using the following link.

Data and Indices

Performance Data

Environmental Data[9]

Indicator	Units	2022	2023
Scope 1[10]	$mtCO_2e$	158	906
Scope 2	$mtCO_2e$	9,080	8,783
Scopes 1 & 2	$mtCO_2e$	9,238	9,689
Emissions intensity	GHG Emissions/$M revenue	3.96	4.01
Electricity consumption	GJ	78,542	76,208
Energy intensity	GJ/$M revenue	34	32

Social and Governance
Gender Diversity – Representation of Women in the Workforce

Indicator	2022	2023
Total employees	23%	23%
Senior management reporting to the CEO	44%	40%
Technical roles	20%	20%
Business roles - Sales, Security Engineering, Marketing & Sales Support, Professional & Administrative, Technical Consulting	26%	25%
New hires	25%	25%

Employee Training and Development

Indicator	2022	2023
Average annual training hours per employee	79 hours	77 hours

Ethnic Diversity Across Total U.S. Employees

Indicator	2022	2023
White	68.7%	68.3%
Hispanic or Latin	11.1%	11.4%
Asian	11%	10.2%
African American	5.7%	6.7%
Two or more races	2.9%	3%
American Indian or Alaska Native	0.3%	0.2%
Native Hawaiian or Other Pacific Islander	0.3%	0.3%

9. We have recalculated and restated our Scope 1 and Scope 2 greenhouse gas emissions, emissions intensity, and energy consumption for the year 2022 due to improvements in data collection and use of more accurate emissions factors. The corrected emissions figures are presented in this report.
10. The Scope 1 calculation covers available data on fuel and cooling gas consumption from our principal offices. The increase in our Scope 1 emissions between 2022 and 2023 is due to the purchase of three new air conditioner chillers at our Tel Aviv headquarters.

Board of Directors

Indicator	2022	2023
Size of the board[11]	8	9
% of independent board members	87.5%	89%
% of women on board	25%	33%
Board age limit	None	None
Number of board meetings	8	7
Board meeting attendance percentage	100%	98%
Board committee attendance percentage	100%	100%

Cyber Security Educational Programs and Workforce Training

Indicator	2022	2023
Number of people trained in cyber security	150,000	179,500

Cyber Security Awareness

Indicator	2023
Impact on improvement of cyber security awareness – Training programs and Cyber Center visitors	190,000

Corporate Governance & Data Privacy Training

Indicator	2022	2023
Percentage of employees who completed Code of Conduct and Ethics training	100%	100%
Percentage of employees who completed Anti-Bribery and Anti-Corruption Training	100% of relevant employees	100% of relevant employees
Percentage of employees who completed Annual Privacy training	100%	100%

Donations

Indicator	2022	2023
Corporate charitable contributions	$3M	$3.8M

11. As of March 15, 2024.

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GRI Content Index Table

GRI Standard Title/Topic	GRI Disclosure Number	GRI Disclosure Title	Location in the Report or Explanation for Omission
The organization and its reporting practices	GRI 2-1	Organizational details	About Check Point
	GRI 2-2	Entities included in the organization's sustainability reporting	About This Report
	GRI 2-3	Reporting period, frequency and contact point	About This Report
	GRI 2-4	Restatements of information	About This Report, Performance Data
Activities and workers	GRI 2-6	Activities, value chain and other business relationships	About Check Point; 20-F Annual Filing
	GRI 2-7	Employees	About Our Workforce
	GRI 2-8	Workers who are not employees	About Our Workforce
Governance	GRI 2-9	Governance structure and composition	About Our Board of Directors
	GRI 2-10	Nomination and selection of the highest governance body	About Our Board of Directors, 20-F Annual Filing
	GRI 2-11	Chair of the highest governance body	About Our Board of Directors
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	About Our Board of Directors; ESG Governance
	GRI 2-13	Delegation of responsibility for managing impacts	About Our Board of Directors; ESG Governance
	GRI 2-14	Role of the highest governance body in sustainability reporting	Corporate Governance Structure; ESG Governance
	GRI 2-15	Conflicts of interest	Corruption, Bribery and Conflicts of Interest
	GRI 2-16	Communication of critical concerns	Ethical Business Conduct
	GRI 2-17	Collective knowledge of the highest governance body	About Our Board of Directors
	GRI 2-18	Evaluation of the performance of the highest governance body	Refer to our 20-F Annual Filing
	GRI 2-19	Remuneration policies	Refer to our 20-F Annual Filing
	GRI 2-20	Process to determine remuneration	Refer to our 20-F Annual Filing
	GRI 2-23	Policy commitments	Our Strategic ESG Framework
	GRI 2-24	Embedding policy commitments	Our Strategic ESG Framework
	GRI 2-25	Processes to remediate negative impacts	Climate Change Risk and Opportunity Management
	GRI 2-26	Mechanisms for seeking advice and raising concerns	Ethical Business Conduct
	GRI 2-27	Compliance with laws and regulations	Ethical Business Conduct
Stakeholder engagement	GRI 2-29	Approach to stakeholder engagement	Our Stakeholder Engagement Framework
	GRI 2-30	Collective bargaining agreements	Freedom of Association and Expression

GRI Standard Title/Topic	GRI Disclosure Number	GRI Disclosure Title	Location in the Report or Explanation for Omission
Disclosures on material topics	GRI 3-1	Explanation of the material topic and its boundary	Material Topics
	GRI 3-2	List of material topics	Material Topics
	GRI 3-3	Management of material topics	Material Topics
Economic performance	GRI 201-1	Direct economic value generated and distributed	Refer to our 20-F Annual Filing
	GRI 201-2	Financial implications and other risks and opportunities due to climate change	Climate Change Risk and Opportunity Management
Anti-corruption	GRI 205-2	Communication and training about anti-corruption policies and procedures	Corruption, Bribery and Conflicts of Interest
	GRI 205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption in 2023.
Anti-competitive Behavior	GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no legal actions for anti-competitive, anti-trust and monopoly practices in 2023.
Energy	GRI 302-1	Energy consumption within the organization	Environmental Data
	GRI 302-3	Energy intensity	Environmental Data
	GRI 302-4	Reduction of energy consumption	Environmental Data
	GRI 302-5	Reductions in energy requirements of products and services	Product Sustainability
Emissions	GRI 305-1	Direct (Scope 1) GHG emissions	Environmental Data
	GRI 305-2	Energy indirect (Scope 2) GHG emissions	Environmental Data
	GRI 305-4	GHG emissions intensity	Environmental Data
	GRI 305-5	Reduction of GHG emissions	There was an increase in our total carbon footprint (Scopes 1 & 2) due to a decision to recalculate and restate our disclosure based on improvements in data collection
Training and Education	GRI 404-1	Average hours of training per year per employee	Career Development and Training: Empowering Professional Growth
	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Career Development and Training: Empowering Professional Growth
Diversity and Equal Opportunity	GRI 405-1	Diversity of governance bodies and employees	Diversity and Inclusion: Securing Our Mutual Success; About Our Board of Directors
	GRI 405-2	Ratio of basic salary and remuneration of women to men	Measurement and Reporting of Equal Pay
Local Communities	GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Corporate Responsibility and Charitable Giving

SASB Content Index: Software and IT Services Industry Standard

Table 1. Sustainability Disclosure Topics and Accounting Metrics

Topic	Accounting Metric	Category	Unit of Measure	Code	Location of Disclosure in Text
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TC-SI-130a.1	(1) See 'Environmental Data'
	(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with high or extremely high baseline water stress	Quantitative	Thousand cubic meters (m³), Percentage (%)	TC-SI-130a.2	Not disclosed
	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	N/A	TC-SI-130a.3	See 'Product Sustainability'
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	N/A	TC-SI-220a.1	See 'Information Security and Data Protection'
	Number of users whose information is used for secondary purposes	Quantitative	Number	TC-SI-220a.2	Not disclosed
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	Presentation currency	TC-SI-220a.3	There were no legal proceedings associated with user privacy in 2023.
	(1) Number of law enforcement requests for user information (2) number of users whose information was requested (3) percentage resulting in disclosure	Quantitative	Number, Percentage (%)	TC-SI-220a.4	Not disclosed
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Discussion and Analysis	N/A	TC-SI-220a.5	Not disclosed
Data Security	(1) Number of data breaches (2) percentage involving personally identifiable information (PII) (3) number of users affected	Quantitative	Number, Percentage (%)	TC-SI-230a.1	Not disclosed
	Description of approach to identifying and addressing data security risks, including use of third-party cyber security standards	Discussion and Analysis	N/A	TC-SI-230a.2	See 'Information Security and Data Protection'

Topic	Accounting Metric	Category	Unit of Measure	Code	Location of Disclosure in Text
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that require a work visa	Quantitative	Percentage (%)	TC-SI-330a.1	Most of our employees are locally based in their country of operation.
	Employee engagement as a percentage	Quantitative	Percentage (%)	TC-SI-330a.2	Not disclosed
	Percentage of (1) gender and (2) diversity group representation for (a) executive management (b) non-executive management. (c) technical employees, and (d) all other employees	Quantitative	Percentage (%)	TC-SI-330a.3	(1) (a) (c) (d) See 'Social and Governance Performance Data 2023' (2) (d) See 'Social and Governance Performance Data 2023'
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Presentation currency	TC-SI-520a.1	In 2023, there were no monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative	Number, Days	TC-SI-550a.1	Not disclosed
	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	N/A	TC-SI-550a.2	See 'Business Continuity'

Table 2. Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Location of Disclosure in Text
(1) Number of licenses or subscriptions; (2) percentage cloud based	Quantitative	Number, Percentage (%)	TC-SI-000.A	Please refer to our 20-F Annual Filing for our company-defined activity metrics.
(1) Data processing capacity, (2) percentage outsourced	Quantitative	See note in SASB Standards	TC-SI-000.B	Please refer to our 20-F Annual Filing for our company-defined activity metrics.
(1) Amount of data storage, (2) percentage outsourced	Quantitative	Petabytes, Percentage (%)	TC-SI-000.C	Please refer to our 20-F Annual Filing for our company-defined activity metrics.

About This Report

This is Check Point Software Technologies Ltd. second ESG report, covering the reporting period of January 2023 to December 2023, with select disclosures from early 2024. The report covers all of Check Point's global operations, unless otherwise stated. This ESG Report details the company's relevant ESG initiatives, progress towards goals, operational improvements, and achievements throughout the year, providing restatements of information from previous years and reports where relevant. This report has been reviewed by our senior management and the Nominating, Sustainability, and Corporate Governance Committee of the Board of Directors. The report was written in reference to the Global Reporting Initiative (GRI) Universal Standards and the Sustainable Accounting Standards Board (SASB) guidelines.

Moving forward, we aim to regularly update our ESG reports, offering clear, comparable, verified data and metrics to support description of our progress. This report serves as a platform to foster dialogue with our stakeholders, keeping them informed of our efforts.

Contact Points for Questions and Comments Regarding This Report

We openly welcome any feedback or inquiries regarding the content presented in this report.

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Forward-Looking Statements

This ESG Report contains forward-looking statements, within the meaning of the safe harbor provisions of the Private Securities Litigation Reform Act of 1995 that involve risks and uncertainties. Such forward-looking statements may include projections regarding our future performance, including, but not limited to environmental, social and governance goals, targets and projections, and may be identified by words like "anticipate," "assume," "believe," "aim," "forecast," "indication," "continue," "could," "estimate," "expect," "intend," "may," "plan," "potential," "predict," "project," "outlook," "future," "will," "seek" and similar terms or phrases. The forward-looking statements contained in this ESG Report are based on management's current expectations, which are subject to uncertainty, risks and changes in circumstances that are difficult to predict and many of which are outside of our control. Important factors that could cause our actual results to differ materially from those indicated in the forward-looking statements include, among others, factors discussed under the heading "Risk Factors" in Check Point's Annual Report on Form 20-F for the year ended December 31, 2023 filed with the Securities and Exchange Commission on April 2, 2024. Any forward-looking statement made by us in this report speaks only as of the date hereof. Factors or events that could cause our actual results to differ may emerge from time to time. We undertake no obligation to publicly update any forward-looking statements, whether as a result of new information, future developments or otherwise, except as required by applicable law. Additionally, while the information discussed in this ESG Report may be significant, such significance should not be interpreted as these topics necessarily being material under federal securities laws and regulations, even if we use the words "material" or "materiality" in relation to them. Much of the information in this report is informed by various standards and frameworks (including standards for the measurement of underlying data) and the interests of various stakeholders, which may be more expensive than certain legal requirements. Furthermore, much of this information is subject to assumptions, estimates, third-party information or methodologies that are still evolving and subject to change. While we are not aware of any material flaws with the information we have used, except to the extent disclosed, we have not undertaken to independently verify this information or the assumptions or other methodological aspects underlying such information. Our disclosures may change due to revisions in framework requirements or recommendations, availability or quality of information, changes in our portfolio composition, changes in our business or the business of our portfolio companies or any applicable government policies, changing stakeholder (including investor) focus, or other factors, some of which may be beyond our control. Any such changes may also impact our ability to achieve any ESG-related plans, targets or goals we set, either on the timelines and costs initially anticipated or at all. Moreover, given the uncertainties, estimates, and assumptions involved, the materiality of some of this information, as well as our ability to meet our plans, targets, goals, or other evolving expectations, is inherently difficult to assess far in advance. Check Point's website and document references throughout this ESG Report are provided for convenience only, and the content on the referenced websites or documents is not incorporated by reference into this ESG Report.