



GLOBAL HUMAN RIGHTS STATEMENT

CyberArk Software Ltd. and its subsidiaries (“**CyberArk**” or the “**Company**”) are committed to promoting integrity, honesty and professionalism, and maintaining high standards of ethical conduct in all their activities. As the global leader in privileged access security, the Company recognizes the important role it has in respecting human rights, through its employees and its vendors, suppliers, distributors, partners, business associates and third party representatives (“**Vendors**”).

Employees

CyberArk’s employees are its most valuable asset. The Company’s success is achieved with a broad mixture of ideas, perspectives and backgrounds from its employees. CyberArk is proud to be a global company with a diverse workforce. CyberArk supports its employees and is committed to respecting their fundamental rights at work. CyberArk’s human rights standards are set out in the Company’s Corporate Code of Conduct (“**Code**”) and related policies and are reflective of all applicable laws, including the UN Declaration on Human Rights. In particular:

- The Company does not accept forced, indentured, or prison labor.
- The Company complies with local minimum age laws and requirements and does not employ child labor.
- The Company provides equal opportunity in employment, development, and advancement for all qualified persons without regard to race, ethnicity, national origin, religion, sex (including pregnancy), sexual orientation, marital status, age, disability, genetic information, veteran or military status, or any other legally protected status, to the extent applicable in the relevant country of employment.
- The Company prohibits harassment based upon an individual’s race, ethnicity, national origin, religion, sex, sexual orientation, marital status, age, disability or handicap, veteran status, and under any other basis protected under federal and state laws.
- The Company prohibits sexual harassment, including conduct that would create an intimidating, hostile, humiliating or offensive work environment.

The Company encourages employees who observe, are informed of, or experience harassment, discrimination or a violation of its Code or related policies, to report such information to the Company’s Compliance Officer. CyberArk will promptly investigate any such complaint and will take appropriate actions as reasonably deemed by it to address the offending conduct.

Vendors and Business Partners

The Company expects its Vendors to uphold the high standards of conduct and professional integrity set forth in the Company’s Vendor and Business Partner Code of Conduct (“**Vendor Code**”) and communicate these standards to their organization and supply chain. As detailed in the Company’s Vendor Code, CyberArk expects its Vendors to comply with both the letter and the spirit of all laws, rules and regulations that apply to the Vendor’s business, particularly related to the Vendor’s business with CyberArk, including the above standards and all applicable human rights laws prohibiting child, forced, indentured, or involuntary labor.