



GLOBAL HEALTH, SAFETY & WELLBEING STATEMENT

1. Our Commitment

In addition to becoming one of the best performing, most trusted and respected cybersecurity companies in the world, CyberArk is committed to ensuring high standards of Health, Safety and Wellbeing for all employees, contractors and visitors, across our global operations. We do this by working collaboratively across different regions, functions and levels of our organization and with our clients, partners and supply chain, to promote a culture that values health, safety and wellbeing, having a positive impact on safety performance across all our activities.

2. Scope of this guidance

- 2.1 The CyberArk Global Health, Safety & Wellbeing Statement applies to all CyberArk physical work locations. CyberArk is committed to protecting employees and visitors from health and safety risks associated with our activities.
- 2.2 This guidance does not form part of any contractual obligations with any persons, and CyberArk may amend it at any time. CyberArk will periodically review this Statement to ensure it is achieving its aims.

3. Responsibilities

- 3.1 The Company's SVP, Human Resources has overall responsibility for health and safety, including overseeing of this Statement and continuously striving to improve health and safety performance as part of good practice.
- 3.2 Pursuing our vision and effectively managing health and safety risks is the responsibility of the Human Resources Leaders in each of our regions.

The Regional Human Resources Leaders are committed to:

- (a) maintain & effectively implement the local health and safety to meet or exceed the requirements of this, local legislation, and adequately addresses health and safety risks
 - (b) promote a positive health and safety environment by providing visible and tangible leadership, and
 - (c) encourage sharing of expectations, best practices and lessons learned across our global operations
- 3.3 At CyberArk we all share responsibility (collectively and individually) for achieving safe working conditions. Employees are expected to familiarize themselves with this Statement and participate in training sessions at their respective locations. Individuals must take care of their own health, safety and wellbeing and that of others, observe applicable safety rules and follow instructions for the safe use of equipment.

4. Core Principles

- 4.1 We are committed to making health, safety and wellbeing management integral to our operations. We will make continuous improvements through monitoring our progress against best practices that align with a “think global act local” community.
- 4.2 We will offer transparency around:
- (a) the need for keeping health, safety and wellbeing a priority in our places of work
 - (b) where health, safety and wellbeing training, guidance and advice can be accessed, and
 - (c) how incidents and accidents should be reported.
- 4.3 We remain committed to complying with relevant legislation relating to occupational health, safety and wellbeing.

5. Implementation

- 5.1 CyberArk is committed to training and motivating our people to conduct activities in a safe, healthy and responsible manner. This will include encouraging our people on how to take proactive steps to prevent ill-health and preserve their physical, mental and emotional wellbeing.
- 5.2 Anyone who reports a possible violation of applicable laws or this Statement will be protected from retaliation in any form.

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Owner – Department	HR
Owner – Function	Chief Human Resources Officer
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