

Palo Alto Networks, Inc. Human Rights Policy

Effective Date: August 17, 2023

Respect for Human Rights

At Palo Alto Networks, our vision is a world where each day is safer and more secure than the one before. Palo Alto Networks believes human rights are the fundamental rights, freedoms, and standards of treatment to which all people are entitled, and we are committed to respecting these rights. Palo Alto Networks' Human Rights Policy formalizes the Company's global commitment to internationally proclaimed human rights and labor standards, including but not limited to the common principles reflected in the United Nations Global Compact, United Nations Guiding Principles on Business and Human Rights, the United Nations Global Declaration on Human Rights, and the laws of the countries in which we operate.

This policy applies to Palo Alto Networks, Inc. and its subsidiaries, affiliates and related entities ("Palo Alto Networks" or the "Company"), and to all employees, contingent workers, suppliers, and business partners. Other Company codes, policies, and statements also guide our actions in relation to specific areas, such as the supply chain, environmental health and safety, and privacy. This policy aligns to our Global Code of Business Conduct and Ethics, and other applicable policies. Our employees undergo annual Code of Conduct training.

The Company monitors human rights related risks through multiple lines of review as appropriate to each case, including among others, third-party due diligence, as well as periodic surveys, attestations, and audits. We are committed to remediating identified adverse human rights impacts resulting from or caused by our business activities. Where appropriate, we will engage with relevant stakeholders, including impacted groups, suppliers, and business partners to help drive positive change and respect for human rights.

Diversity and Inclusion

Palo Alto Networks values diversity in our workplace, as well as in our vendors, suppliers, and other business partners. We are committed to providing equal opportunity for all applicants and employees and do not tolerate discrimination and harassment based on race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We believe in protecting and respecting the rights of women and minority groups.

All Palo Alto Networks employees are expected to treat co-workers, customers, suppliers, and business partners with respect and dignity. Similarly, the Company will not tolerate harassment of our employees. We are committed to being a positive force in empowering vulnerable groups in exercising their rights.

Freedom of Association and Collective Bargaining

As legally permitted, Palo Alto Networks respects our employees' right to join (or refrain from joining) third party organizations, such as labor unions, and bargain collectively. Where employees are represented by a legally recognized union, the Company is committed to establishing a constructive dialogue and bargaining in good faith with freely chosen union representatives.

Workplace Safety

Palo Alto Networks is committed to providing a safe and healthy workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions. We recognize the right to water as a fundamental human right.

All Company employees in all countries where we operate are responsible for maintaining a safe and healthy workplace for others by following safety and health rules and reporting accidents, injuries, and unsafe equipment, practices, or conditions. We likewise expect our suppliers to provide and maintain a safe work environment and integrate sound health and safety management practices into their businesses.

Forced Labor, Human Trafficking, and Child Labor

Palo Alto Networks strictly prohibits the use of forced labor, debt bonded labor, indentured labor, involuntary prison labor, slavery, or human trafficking in any part of our business or supply chain. We also forbid the use of harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment, sexual harassment, psychological harassment, sexual abuse, mental or physical coercion, or verbal abuse of workers.

Our Company strictly prohibits child labor in our business and expect it of our suppliers. A "child" is considered any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. In addition, we prohibit workers under the age of 18 from performing work that is deemed hazardous or likely to jeopardize their health or safety. We do support legitimate workplace apprenticeship programs, which comply with all laws and regulations.

Working Hours and Wage Standards

Regular workweeks are not to exceed the maximum set by local law. A workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Further, workers shall be allowed at least one day off per seven-day week. Palo Alto Networks expects employee compensation to comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. The Company also expects its suppliers to comply with these requirements.

Privacy and Freedom of Expression

As a leader in cybersecurity, Palo Alto Networks believes protecting data and privacy is inherent to who we are and what we do. We are committed to protecting people's rights to freedom of expression and privacy, and seek to protect against the unauthorized access, use, destruction, alteration, or

disclosure of personal information and data as outlined in Palo Alto Networks' Privacy Statement. We understand that our products are used by customers around the world to protect their privacy and security, as well as the privacy and security of their employees and business partners. Due to our belief in protecting the privacy of individuals, Palo Alto Networks is committed to utilizing and advocating for a Privacy by Design approach when developing products and technologies.

Supplier Responsibility

Palo Alto Networks expects its suppliers to comply with our Global Supplier Code of Business Conduct and Ethics, the Responsible Business Alliance Code of Conduct, and all applicable employment, environmental, health and safety, and ethics practices required by law.

Palo Alto Networks is committed to responsible mineral sourcing by obtaining materials for our products from companies that share our values with regard to human rights, ethics, and social and environmental responsibility. Because our supply chain is highly complex, and our manufacturing process is significantly removed from the mining, smelting, and refining of Conflict Minerals, Palo Alto Networks expects all suppliers to maintain policies, procedures, and due diligence measures that enables us to achieve this goal. Additional information regarding our expectations and commitments is contained in our Conflict Minerals Policy.

Reporting Concerns

Palo Alto Networks has established a formal process to raise human rights concerns and we encourage our employees, contractors, employees of our suppliers, and other external stakeholders to report potential human rights concerns in one of the following ways:

- 1) Send an email to ethics@paloaltonetworks.com.
- 2) Report a concern online via our ethics helpline at www.paloaltonetworks.ethicspoint.com.
- 3) Call our ethics helpline by dialing 1-855-266-7042.

An independent third-party service retained by Palo Alto Networks manages online submissions and calls to our ethics helpline. To the extent permissible under local law, we allow anonymous reporting and keep reports confidential to the extent necessary for a reasonable investigation.

Palo Alto Networks will promptly investigate all credible allegations and pursue action to mitigate adverse human rights impacts. The Company does not tolerate reprisal, threats, retribution or retaliation against anyone who in good faith reports a violation or suspected violation of law, the Code of Business Conduct and Ethics, or other applicable Company policies, or participates and supports an investigation into such a violation.

Those responsible for retaliation against good faith reporters are subject to serious disciplinary action in accordance with local law.

Summary

This policy is intended to succinctly express Palo Alto Networks' commitment to respect human rights in all our business dealings worldwide. Additional information on our efforts can be found on Palo Alto Networks' Corporate Responsibility page.

As part of our commitment to ongoing improvement, we review this Policy annually and update it as necessary.

The Palo Alto Networks' Human Rights Policy was approved by the Palo Alto Networks' ESG & Nominating Committee of the Board of Directors.