

GRI INDEX

Fortinet's sustainability reporting has been prepared with reference to the Global Reporting Initiative (GRI) Standards.

Statement of use	Fortinet has reported with reference to the GRI Standards for the period Jan.1-Dec 31, 2024		
GRI 1 used	GRI 1: Foundation 2021		
Applicable GRI Sector Standard(s)	None developed yet		
GRI Standard	Description	Reference/Disclosure	Alignment to the SDGs ⁽¹⁴⁾
General disclosures			
GRI 2: General disclosures 2021	2-1 Organizational details	2024 Sustainability Report / Who we are p. 3 2024 Form 10-K pp. 3-8	
	2-2 Entities included in the organization's sustainability reporting	2024 Sustainability Report / About this report p. 52	
	2-3 Reporting period, frequency and contact point	2024 Sustainability Report / About this report p. 51	
	2-4 Restatement of information	There are no restatements.	
	2-5 External Assurance	2024 Sustainability Report / Limited assurance statement p. 60	
	2-6 Activities, value chain and other business relationships	2024 Sustainability Report / Who we are p. 3	
	2-7 Employees	2024 Sustainability Report / Inclusion and belonging in our workforce pp. 37-38 2024 Sustainability Report / Performance data p. 54	5.1, 5.5, 8.5, 8.8, 10.2, 10.3, 10.4
	2-9 Governance structure and composition	Governance and Social Responsibility Committee Charter Human Resources Committee Charter Audit Committee Charter 2024 Sustainability Report / CSR governance p. 11	
	2-10 Nomination and selection of the highest governance body	Governance and Social Responsibility Committee Charter 2024 Proxy Statement pp. 31-32	
	2-11 Chair of the highest governance body	Ken Xie, CEO and Chairman 2024 Proxy Statement pp. 28-29	
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance and Social Responsibility Committee Charter 2024 Proxy Statement pp. 29-30	

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General disclosures			
GRI 2: General disclosures 2021	2-13 Delegation of responsibility for managing impacts	Governance and Social Responsibility Committee Charter CSR Committee Charter 2024 Sustainability Report / CSR governance p. 11	
	2-14 Role of the highest governance body in sustainability reporting	The Board has approved this Sustainability Report.	
	2-15 Conflicts of interest	Audit Committee Charter Governance Guidelines	
	2-16 Communication of critical concerns	2024 Proxy Statement pp. 32-33	
	2-17 Collective knowledge of highest governance body	2024 Sustainability Report / CSR Governance p. 11	
	2-18 Evaluation of the performance of the highest governance body	2024 Proxy Statement p. 19	
	2-19 Remuneration policies	2024 Proxy Statement pp. 35-39	
	2-20 Process to determine remuneration	2024 Proxy Statement pp. 39-43 Human Resources Committee Charter	
	2-22 Statement on sustainable development	2024 Sustainability Report / Letter from our CEO p. 4	
	2-23 Policy commitments	Codes of Business Conduct and Ethics Responsible Minerals Sourcing Environmental Policy Global Health and Safety Policy Human Rights Policy Partner Code of Conduct Privacy policy Secure Product Development Lifecycle Policy Vendor/Supplier Code of Conduct	
	2-24 Embedding policy commitments	2024 Sustainability Report / Business ethics pp. 44-45 2024 Sustainability Report / Human rights p. 46 2024 Sustainability Report / Performance data pp. 52-54	
	2-26 Mechanisms for seeking advice and raising concerns	2024 Sustainability Report / Business ethics and human rights p. 45-47 Whistleblower Policy	
	2-28 Membership associations	2024 Sustainability Report / Update to Cybercrime disruption p. 18	
	2-29 Approach to stakeholder engagement	2024 Sustainability Report / Stakeholder engagement p. 10	

GRI Standard	Description	Reference/Disclosure	Alignment to the SDGs ⁽¹⁴⁾
Material topics			
GRI 3: Material topics 2021	3-1 Process to determine material topics	2024 Sustainability Report / Sustainability materiality p. 9	
	3-2 List of material topics	2024 Sustainability Report /Sustainability impact p. 7	
	3-3 Management of material topics	2024 Sustainability Report / Business ethics pp. 44–45 2024 Sustainability Report / Human rights p. 46 2024 Sustainability Report / Information Security and data privacy pp. 47-49 2024 Sustainability Report / Cyber risks: A growing threat to society p. 13 2024 Sustainability Report / Secure by design, secure by default p. 14 2024 Sustainability Report / Security innovation pp. 15-16 2024 Sustainability Report / Cybercrime disruption pp. 17-20 2024 Sustainability Report / Climate strategy pp. 23-24 2024 Sustainability Report / Product environmental impacts pp. 28-31 2024 Sustainability Report / Inclusion and belonging in our workforce pp. 33-36 2024 Sustainability Report / Cybersecurity skills gap pp. 37-42	7.2, 7.3, 7.a, 13.1, 13.2 8.5, 8.8, 16.3, 16.4
Indirect economic impact			
GRI 203: Indirect economic impacts 2016	203-2 Significant indirect economic impacts	2024 Sustainability Report / Addressing cybersecurity risks to society pp. 20-21	16.3
Anti-corruption			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	<u>Anti-Corruption Policy</u> 2024 Sustainability Report / Business ethics pp. 44–45 2024 Sustainability Report / Human rights p. 46 2024 Sustainability Report / Performance data p. 52	16.5
Energy			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2024 Sustainability Report / Performance data p. 53	7.2, 7.3, 7.a, 13.1, 13.2
	302-3 Energy intensity	2024 Sustainability Report / Performance data p. 53	13.1, 13.2
	302-4 Reduction of energy consumption	2024 Sustainability Report / Performance data p. 53	13.1, 13.2
	302-5 Reductions in energy requirements of products and services	2024 Sustainability Report / Product environmental impacts pp. 28–31 2024 Sustainability Report / Performance data p. 53	7.2, 7.3, 7.a, 13.1, 13.2

GRI Standard	Description	Reference/Disclosure	Alignment to the SDGs ⁽¹⁴⁾
Emissions			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2024 Sustainability Report / Performance data p. 53	13.1, 13.2
	305-2 Energy indirect (Scope 2) GHG emissions		
	305-3 Other indirect (Scope 3) GHG emissions		
	305-4 GHG emissions intensity		
	305-5 Reduction of GHG emissions		
Waste			
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	2024 Sustainability Report / Performance data p. 53 2024 Sustainability Report / Product environmental impacts pp. 28–31	12
Employment			
GRI 401: Employment 2016	GRI 401-1 New employee hires and employee turnover	2024 Sustainability Report / Performance data p. 54	5.1, 5.5, 8.5, 10.2, 10.3, 10.4
Training and education			
GRI 404: Training and education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	2024 Sustainability Report / Cybersecurity skills gap pp. 37–42 2024 Sustainability Report / Employee awareness and engagement p. 27	8.6, 8.8
Diversity and equal opportunity			
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	2024 Sustainability Report / Performance data p. 54 2024 Proxy Statement p. 18	5.1, 5.5, 8.5
Supplier social assessment			
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	2024 Sustainability Report / Performance data p. 52	
GRI 415: Public policy 2016	415-1 Political contributions	Public policy p. 50	

14. This GRI index references SDGs that directly and indirectly align with Fortinet's priority topics.