



Our Community Engagement and Volunteering Policy

As a communication technology company that our vision is to delivering cutting edge technology connectivity to groups in motion, *community* is at the core of Cardo System Ltd. (“**Cardo**”). We believe that people are our greatest investment, whether they be our employees, customers, or general citizens. In order to build a strong, tight-knit Cardo employees & users communities, we are focused on creating social value through both our products, services and community programs. We are committed to social investment and volunteering as part of our general ESG policy.

The company's global community investment includes employee volunteering, donations to nonprofit organizations (in cash or in kind) and support of community activities with a variety of social partners.

At Cardo, we care deeply about fostering a community that values equality, education, and innovation. Our social investment policy is guided by our commitment to the UN's Sustainable Development Goals. We have chosen three specific goals to focus on as part of our efforts in social responsibility:

- 4. Quality education;
- 5. Gender equality;
- 10. Reduced inequalities;

We promote these sustainability goals by empowering and supporting organizations through collaborations and volunteering activities. An example of Cardo's involvement is the collaboration with "**Shiur Aher**" organization. Our employees take part in delivering enrichment courses in schools that serve underprivileged children. Students who typically wouldn't have an opportunity to meet different business professionals in their day-to-day lives are introduced by our employees to different career options and meet with potential role models.

Our Community Engagement and Volunteering Objectives

- To build long-lasting, sustainable relationships with our community partners in an effort to create social value.



- To create an annual volunteering program that includes a volunteering activity once every quarter, and encourage our team members to dedicate 5 hours annually to volunteering with our community partners.
- To produce a tangible and positive impact through our social investment efforts by supporting programs with measurable goals and targets.
- To spearhead social investment projects in fields such as quality education, gender equality, welfare, reducing inequalities and environment.

Follow-up and reporting

- Cardo will consistently engage with community partners and conduct ongoing stakeholder dialogue to understand their needs and incorporate feedback into future planning.
- Cardo will measure and evaluate its social impact from the community activities on beneficiaries and employees.
- Updates and reflections on community events and projects will be reported under the 'social' chapter of the Cardo annual ESG report.

Updated on October 3, 2021