



RAD Environmental, Social and Governance (ESG) Report 2025



Your Network's Edge®

Table of Contents



Letter from CEO	3
About RAD	5
Our Employees	13
The AI-Driven Network Era	18
Protecting the Environment	23
Responsible Business Practices	30
Community Engagement	40

1. Letter from CEO



2024 was marked by fast-paced technological change and innovation that disrupted entire industries and value chains. I'm talking about AI, of course. The AI-powered revolution is redefining economies, and, possibly, our role as humans in the world. This high-speed transformation is only set to accelerate in the upcoming years as AI technologies and solutions continue to advance.

At RAD, we embrace this change. We are excited about embedding AI into our solutions and products and cementing our role as innovation partners to telcos in the AI era. Delivering excellent, best-of-breed solutions to the benefit of our customers continues to be our steadfast commitment.

As we innovate, we remain deeply aware of technology's broader role in shaping society and the environment. We aim to leverage our strengths to tackle global challenges and uplift the communities we serve and operate in. Our technological work is guided by a social commitment to inclusion, diversity and the development of sustainable products and services.



This Environmental, Social, and Governance (ESG) report reflects our ongoing efforts in corporate responsibility and sustainability. Our goal is to drive a positive impact on people, the environment and our company.

When we look into the technological future, we cannot ignore the impact of technological development. We're focused on reducing our ecological footprint through the creation of sustainable products, smarter energy use, and clear, measurable goals to lower water, electricity, and paper consumption. The progress we made in 2024 only strengthens our commitment to responsible, sustainable growth.

As the world around us changes, community engagement is a deeply rooted value that guides our approach to social responsibility. As in each year, in 2024, our employees actively participated in meaningful volunteer efforts. We assembled holiday food packages for Holocaust survivors, supported displaced families, volunteered with individuals with disabilities, spearheaded donation drives for school supplies, costumes and medicines and took part in environmental clean-ups and farm support projects.

Finally, our people are at the heart of what we do. Mentorship programs and initiatives that champion the next generation of tech professionals and women continue to be core to our mission.

While we're proud of our achievements, this ESG report marks the beginning of an ongoing commitment. We remain steadfast in our pursuit of ESG goals, benefiting our stakeholders and the planet for generations to come.

— Udy Kashkash, President and CEO, RAD

2. About RAD

2.1. RAD at a Glance

RAD is a global leader in networking edge solutions. As an industry pioneer for over 40 years, RAD reliably supplies communications service providers and critical infrastructure operators in over 150 countries with best-of-breed Carrier Edge, IoT, 5G, data-driven AI, DDoS protection, and critical operational network solutions. RAD co-innovates solutions with customers, offering always-on connectivity from anywhere.

RAD is an Israeli-based company, headquartered in Tel Aviv, Israel. Our main production facilities are located in Jerusalem, Israel, with an additional R&D location in Beer Sheva, Israel.

RAD Facilities Worldwide



Our Own Tech

RAD develops and manufactures the ASIC and FPGA components we use in our products. This allows us to push performance to the limit, as well as tailor our products to our customers' specific requirements, providing them with greater flexibility and choice.

Independent and Fully Controlled Supply Chain

RAD operates an independent and fully controlled supply chain, ensuring secure and reliable sourcing of components and manufacturing capabilities. This unique advantage allows us to maintain complete control over our products, ensuring consistent quality and timely delivery.

2.2. Products & Solutions

Leading the Way in Service Provider Solutions

RAD empowers wholesale, business and mobile communication service providers to enrich their service portfolios by delivering added value at the network edge for businesses transitioning to the cloud. Our best-of-breed solutions enable Ethernet business connectivity and mobile xHaul. They also support next-generation offerings, such as Smart Business IoT and Private 5G campuses, as well as AI-powered networking for NaaS at the edge, QoE analytics and DDoS protection.

Operational Networks: Uninterrupted Service and Seamless Migration

RAD's solutions help build multiservice, packet and PoE-intensive operational technology (OT) WANs, supporting mission-critical data, voice and video applications. Addressing all communication needs of utility, transportation, government, and oil and gas sectors with always-on reliability and mission-critical protection, we also enable seamless digital transformation, migration to packet, and IT-OT convergence.

RAD Services

RAD service plans allow our customers to benefit from real-time service guidance, planning and preventive maintenance. RAD Global Services provide expert consulting and troubleshooting assistance, online tools, regular training programs, and various equipment coverage options – all designed to enable seamless installations and faster service rollouts. Service and support are available through a network of more than 200 highly professional, certified RAD partners, distributors and system integrators located in more than 80 countries.

2.3. Awards & Certificates

RAD has won a substantial number of industry awards over the years, cementing its place as a world leader in the industry. Some of the recent awards won by RAD include:

2023

Listed among 10 Israeli high-tech companies that built Israel's technology leadership.



2022

IoT Excellence in Innovation Award
– For our products that support the availability of information from sensors.



2020

IoT Security Excellence Award – For our innovative Secflow-1v.



2020

IoT Evolution Product of the Year Award – For our SecFlow Industrial IoT Gateway.



2020

Best Intelligent Edge Solution Award
– For SecFlow-1v IoT Gateway, which was recognized as a forward-looking solution operating at the network edge.

According to a study by Tel Aviv University, RAD ranks first on the list of contributors to the growth of the Israeli high-tech industry and is responsible for the creation of 111 startup companies, venture capital funds, and tech initiatives.



RAD received the prestigious platinum mark of the Standards Institution of Israel (SII) for holding five unique certifications.

This achievement underscores our dedication and commitment to the highest standards in Quality, Information Security, Environmental Sustainability, Safety and Operational Resilience:

- ✓ ISO-Certified **Quality** Management System
- ✓ ISO-Certified **Information Security** Management System
- ✓ ISO-Certified **Environmental** Management System
- ✓ ISO-Certified **Occupational Health & Safety** Management System
- ✓ ISO-Certified **Business Continuity** Management System



2.4. ESG Approach

In a time when corporate accountability to society and the environment is becoming increasingly significant, RAD strives to balance competitiveness with responsibility. Beyond leading the industry, we are committed to building an ethical and compassionate future. Our vision encompasses providing best of breed network edge, IoT and AI solutions, while making a positive impact on the communities we serve.

Since its founding in 1981, RAD had been guided by Yehuda and Zohar Zisapel, our late founders, who took an active role in providing strategic vision and leadership throughout the company's evolution, until their recent passing. The entire RAD leadership team is actively involved in overseeing ESG matters, with each member responsible for managing relevant departmental initiatives and fostering key stakeholder relationships.

Engaging stakeholders and forming strategic partnerships are essential components of our business approach. These efforts help us understand and navigate the complex challenges we face. We are committed to transparent operations and to nurturing long-lasting relationships with all our stakeholders, including:

- Employees
- Customers
- Suppliers, including manufacturing vendors
- Regulators
- Non-profit organizations, such as academic institutions
- Communities

This dedication reflects our comprehensive approach to sustainability and responsible corporate conduct.

2.5. ISO Management Systems

RAD's ISO Management Systems (IMS) reflect our dedication to continuously improving the quality of our products and services, enhancing our environmental, health, and safety (EHS) performance, strengthening our supply chain, and managing information effectively. These comprehensive systems ensure RAD's ethical practices and compliance with standards such as **ISO 9001, ISO 90003, ISO 27001, ISO 22301, ISO 14001, and ISO 45001**, alongside all relevant laws and regulations.

Our IMS framework is integrated across all key areas of our business, communicated internally, and regularly reviewed for precision, aligning with our continuous improvement objectives.

RAD consistently refines its solutions and processes to meet the evolving demands and expectations of our customers. The IMS framework ensures that quality, safety, environmental impact, security, and reliability are systematically embedded in product development, manufacturing, delivery, and support. Stakeholder engagement, a core principle of the IMS, is deeply integrated into our operations and drives our ongoing success.

Meeting IMS requirements is a personal commitment embraced by our managers, employees, and contractors, who uphold this policy and its guidelines, setting an example through their actions. We remain committed to enhancing IMS compliance by applying risk management strategies, addressing non-conformities or potential risks with corrective measures, and continuously advancing employee training and awareness.

2.6. Joint Alliance for CSR (JAC) Supplier Engagement Program

RAD takes an active part in the program on a yearly basis. Through this important initiative, we collaborate with leading telecom operators to promote responsible business practices, enhance transparency, and continuously improve our performance in key areas such as labor standards, environmental management, and ethical conduct across our supply chain.

2.7. UN Sustainable Development Goals

As a global leader in telecommunications solutions, RAD is dedicated to meeting the needs of its diverse stakeholders: customers, employees, partners, shareholders, and regulators, as well as the environment and communities in which it operates.

In alignment with the United Nations' Sustainable Development Goals (SDGs), our initiatives focus on the following key areas:

3 GOOD HEALTH AND WELL-BEING



Environmental Responsibility

Tackling chemical usage and pollution is crucial for protecting public health. Within our supply chain, we emphasize minimizing hazardous substances and reducing emissions to air, water, and soil.

We remain committed to ensuring safe and healthy work environments for both employees and the surrounding communities.

4 QUALITY EDUCATION



Quality Education

Investing in education is vital for sustainable growth and innovation. RAD supports lifelong learning by offering employees professional development opportunities, leadership programs, and technical training. We place strong emphasis on mentoring and knowledge sharing, including with early-career professionals, as part of our commitment to cultivating future talent in the engineering field.

**5 GENDER
EQUALITY****Gender Equality**

RAD is strongly committed to advancing gender equality by promoting the representation of women in the workforce and ensuring equity between genders. Our hiring practices are explicitly inclusive, and our policies uphold a respectful, abuse-free environment where all employees can thrive.

**8 DECENT WORK AND
ECONOMIC GROWTH****Human Rights and Ethical Practices**

Addressing human rights abuse and substandard working conditions demands responsible business practices. We are committed to safeguarding labor and human rights at all levels and we expect our partners and suppliers to adhere to the same high ethical standards.

**9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE****Infrastructure and Innovation**

Enhancing aging infrastructure is essential for sustainable development. Through innovative solutions, including technologies invented by RAD that have since become globally adopted industry standards, we support digital transformation efforts by modernizing networks and reducing the reliance on legacy, environmentally impactful infrastructure and products.

**10 REDUCED
INEQUALITIES****Inclusivity and Equality**

Addressing income and wealth inequalities requires transparency and an inclusive business model. We combat inequality by advocating for equal opportunities, supporting education, empowering women, mentoring the next generation of engineers, and driving inclusive community investments.

**12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION****Sustainable Consumption and Production**

As the demand for materials grows, adopting sustainable consumption patterns becomes essential. RAD efficiently manages natural resources, minimizes waste, and maintains responsible sourcing practices to ensure a conflict-free supply chain.

13 CLIMATE ACTION**Climate Action**

Climate change presents significant risks to both the environment and business operations. We address these challenges through energy-efficient solutions, green IT practices, and sustainable resource-saving methods. These efforts extend beyond our operations to our core products, which help reduce energy consumption and hardware requirements.

2.8. Ethical Standards at RAD

At RAD, our unwavering commitment to the highest ethical standards is the foundation of our business operations. We hold ourselves accountable to all our stakeholders – employees, shareholders, customers, suppliers, regulators, and community representatives – ensuring honesty and fairness in everything we do.

To uphold these principles, we actively communicate our comprehensive Code of Conduct and Ethics to every employee, empowering them to maintain integrity and ethical conduct in all business interactions while representing our organization.

Our Code of Conduct and Ethics serves as a guiding framework, helping us mitigate business risks and build trust-based relationships with our stakeholders. It outlines the company's expectations, emphasizing personal responsibility and respect for others.

We believe that adhering to the highest ethical standards not only protects our business but also fosters lasting trust and mutual respect with everyone we interact with.

RAD remains committed to advancing sustainable and ethical practices across its value chain and will continue to transparently communicate progress in future reports.



3. Our Employees

3.1. HR Culture: Diversity, Inclusion, Harassment Prevention and more

RAD is deeply committed to fostering a workplace that champions diversity and inclusion, providing equal opportunities for all. We maintain a zero-tolerance policy for harassment, discrimination, or hostile behavior, with strict consequences for violations.

To cultivate an inclusive culture, RAD implements fair hiring practices designed to promote equality. Job postings explicitly welcome applicants of all genders, and we utilize global recruitment platforms to attract a diverse pool of talent. This approach ensures representation across various demographics, including different age groups, cultural backgrounds, and minority communities.

We are particularly dedicated to promoting gender diversity and increasing the representation of women in our workforce. RAD ensures pay equity between genders and implements strict policies to foster an inclusive, abuse-free environment.

Additionally, we prioritize creating a supportive and adaptable work environment. We offer benefits such as extra holidays based on employees' religions, remote work options, comprehensive healthcare coverage for all, subsidized lunches, and gifts for employees celebrating personal milestones.

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“At RAD, we believe diversity and equality are essential to personal and professional growth, as well as for creating a safe and healthy environment. By fostering a culture where everyone feels valued and empowered to succeed, we drive both individual well-being and organizational success.”

— Daniella Ilan, VP HR, RAD

Through these initiatives, we strive to establish a workspace that is both comfortable and efficient for team members with diverse needs.

Preventing Harassment and Discrimination

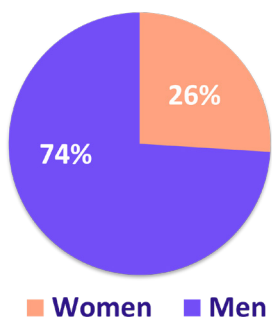
RAD fosters a workplace culture that promotes respect, dignity, and inclusion by actively preventing all forms of harassment and discrimination.

We provide a secure and confidential channel for employees to raise concerns and are firmly committed to protecting individuals who report such incidents from retaliation.

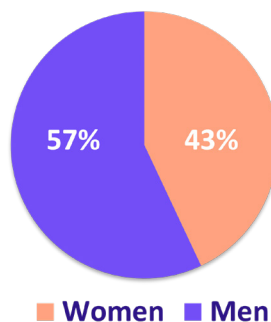
Our approach includes regular employee training focused on recognizing and addressing inappropriate behaviors, including harassment or discrimination based on gender, race, religion, age, disability, sexual orientation, or any other protected attribute.

All employees are expected to uphold RAD's standards of conduct and comply with policies designed to maintain a safe, respectful, and inclusive work environment. Zero incidents of discrimination or harassment were identified during the reporting year, reflecting our ongoing commitment to maintaining a respectful and inclusive workplace.

Total Workforce Gender Composition 2024



Senior Management Gender Composition 2024





3.2. RAD Workforce Metrics 2023–2024

	2023	2024
Average amount of years employees stayed with the Company	13.6	14.6
Number of full-time employees	437	418
Number of part-time employees	45	45

Personnel Data:

	2023	2024
Senior Management	5	5
Managers	83	94
Employees (permanent and temporary)	400	365
Total	488	464

3.3. Employee Growth and Development

With a dedication to driving business success, our organizational training plan focuses on pillars such as fostering a positive and inclusive environment, enhancing innovative thinking and excellence, and promoting personal and professional growth.

It all starts with a warm and welcoming onboarding process, which includes pairing newcomers with experienced colleagues to streamline their integration into the team. From there, we offer our employees a variety of courses, workshops, and external conferences to sharpen their skills in alignment with the selected pillars.

‘A’ Employees Program:

Our talent development program enables participants to refine the skills they wish to enhance, helping them achieve their full potential.

Cross-Cultural Communication Workshops:

These workshops offer participants the opportunity to develop their communication skills in a multicultural environment.

Leadership Development Programs:

Our programs are designed to cultivate the knowledge and skills necessary for effective and exceptional leadership. We believe these programs provide a strong foundation for employee engagement and growth.

Training & education	2023	2024
Employees participated in training activities	24%	61%

Quarterly Excellence Program:

Every quarter, our management recognizes and awards up to four employees from various departments with outstanding achievements that exemplify our organizational values.




Encouraging Employee Excellence

At RAD, we prioritize fostering ongoing communication with our employees to enhance their growth and bolster the company's effectiveness. The management team at RAD is dedicated to cultivating a culture of continual dialogue and personal development.

Through our biannual performance assessment process, employees have the opportunity to evaluate their progress, set developmental objectives, and engage in constructive discussions with management about areas for improvement.

Percentage of employees who received feedback during the year	2023	2024
End of the year	97%	100%
Middle of the year	97%	99.5%

Performance Assessment Process:

Evaluate past year goals	Set goals for the upcoming year	Conduct a dialog conversation
 <p>Evaluating last year's achievements and progress. Seeking stakeholder feedback for a broader perspective.</p>	 <p>Setting goals for the upcoming year to define professional and personal goals.</p>	 <p>Engaging in a dialogue with the direct manager to set expectations, align on goals, and secure support.</p>

Internal Mobility Policy

RAD is dedicated to facilitating smooth transitions for employees across different roles and departments, which align with their skills and capabilities. Employees who have completed a minimum of two years with the company may express interest in transferring to another available position. Upon approval from the relevant managers, the transition is completed within 60 days.

Innovation and Open Feedback Culture

RAD fosters an environment where employees are actively encouraged to share their ideas and suggestions for improving various aspects of company performance. Over time, numerous improvements have been successfully implemented based on employee proposals. These include initiatives such as:

- A R&D Hackathon: Employees are invited to present and develop innovative ideas in a competitive format, with dedicated time to work on their concepts and prizes awarded to the winners.
- An AI Innovation Forum, a small team of experts from across the R&D department responsible for identifying and proposing ways to integrate AI into our products and processes.
- Quarterly awards for engineers who contribute innovative ideas, recognizing their contributions with prizes.

Round Table with the CEO and VP of HR

Once a quarter, select employees from the 'A' Employees Program are invited to participate in a roundtable discussion. They are encouraged to share their thoughts and initiatives for the advancement of the company. Here are two examples of such suggestions:

- During a roundtable meeting with employees, a suggestion was made to improve how attendance and work hours are monitored over time. The idea aimed to create a more balanced and fair approach, and it has since been adopted as standard practice at RAD.
- Following feedback from R&D employees about a lack of visibility into RAD's products from a marketing and sales perspective, initiatives were introduced to improve cross-departmental communication and strengthen organizational engagement.

3.4. Employee Compensation & Fair Wages

RAD is committed to ensuring fair and adequate compensation for all our employees. To uphold this commitment, we conducted a living wage review for all our employees in 2025, benchmarking our remuneration practices against credible third-party sources, including wageindicator.org, to ensure our salaries align with the cost of living in Israel. Our most recent review confirms that over 96% of our employees earn wages at or above the calculated living wage. Among the remaining direct employees, the average wage gap compared to the living wage benchmark stands at just 6.8%. This outcome reflects our ongoing dedication to supporting our workforce's financial well-being and striving for continuous improvement.

4. The AI-Driven Network Era

The AI era surged forward commencing November 2022, when OpenAI released their GPT LLM and subsequent GenAI application: ChatGPT. Since then, numerous LLMs and GenAI innovations have been developed and released at a faster pace than any other technology in history.

AI's capabilities have expanded across text, image, and audio processing. Additional AI giants, like Google, Anthropic and DeepSeek, emerged, releasing models and developments of their own. Beyond large models, AI has been applied in healthcare for diagnostics and drug discovery, in finance for risk assessment, and in retail for personalized marketing, among many other use cases. The European Union announced plans to build AI "gigafactories" to bolster its position in the global AI race. Meanwhile, ethical considerations have come to the forefront, with debates on AI's societal impact and calls for responsible development.

Network Trends and Challenges

This AI revolution calls for telcos to rethink their networks. AI is influencing the edge, access, the underlay, and the entire network architecture.

AI models will run directly at the network edge rather than in centralized data centers. This in-network AI will need to optimize packet forwarding, resource allocation and edge compute to support real-time workloads. The goal is to enable applications that are context-aware, using insights from the network itself. This makes the network an active enabler of AI-driven services, especially for latency-sensitive use cases like autonomous vehicles, smart home devices, industrial automation, smart cities and security and surveillance.

In addition to AI trends, we're also seeing applications being pushed closer to the customer (on-premise or edge cloud), transforming the network architecture to be more distributed and localized. Therefore, services need guaranteed performance (deterministic behavior), especially in environments like smart factories and campuses. This trend focuses on building ultra-reliable, low-latency networks required for next-gen services like Industry 4.0, AR/VR, and robotics.

Security is becoming an embedded feature of the network itself, not just an overlay. Enterprises (especially in regulated sectors like finance and government) are demanding built-in security at lower layers, including Layer 2 encryption and quantum-safe capabilities. Therefore, there's a growing need for telcos to offer security services as part of the underlay, not as optional add-ons.

Shorter term trends include the rise of private 5G networks and fixed-wireless 5G access, ever-increasing bandwidth at top performance and affordable prices, and much needed upgrades to services and networks over the existing installed base, i.e., without forklifting equipment and/or disrupting on-going services, as well as the final decommissioning of copper in favor of fiber – preferably while maintaining legacy end points.

As part of our ESG commitment, RAD is mindful of the ethical, environmental, and social implications of AI. We aim to ensure responsible development by aligning our AI initiatives with principles of transparency and fairness, while also leveraging AI in our products and solutions to improve energy efficiency, enable predictive maintenance, and enhance the sustainability of network infrastructure.

Our Solutions

RAD is a provider of carrier edge, IoT and critical operational networking solutions. We enable reliable, secure and agile connectivity for thousands of organizations globally. Our solutions are deployed for enterprises, mobile xHaul and 5G, smart business IoT, industrial and critical infrastructure markets, among others.

Our solutions are offered in three categories:

Carrier Edge Portfolio

RAD offers robust, scalable, and intelligent network edge solutions for wholesale, business and mobile service providers. Our solutions enable Ethernet and IP business and mobile services over any infrastructure. They also support next-generation offerings, such as Smart Business IoT, remote data center monitoring and 5G campuses, as well as AI-powered DDoS protection and networking for QoE analytics and threat protection.

Our carrier edge portfolio consists of the following products and services:

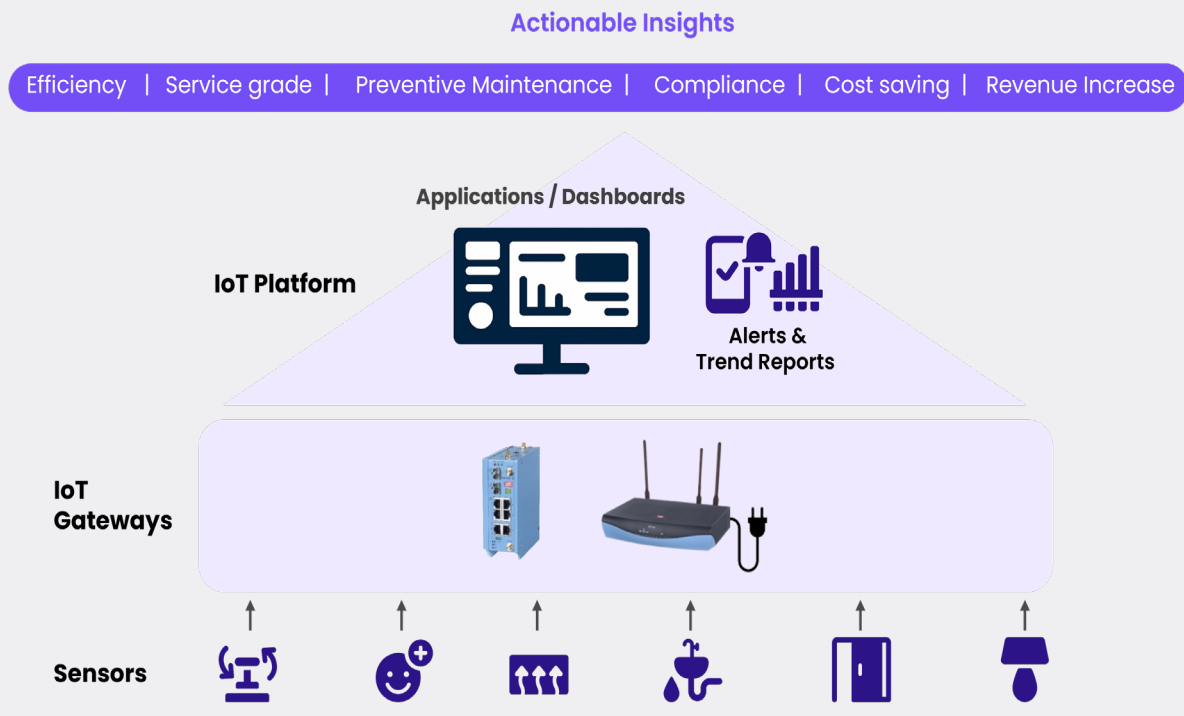
- Best in Class Carrier edge switches and routers with 1G, 10G, 25G, 100G, 400G supported rates, automation and operational efficiency, L2 & L3 convergence, cloud access, and TDM migration for network transformation.
- Smart SFPs featuring network interface device (NID) functionality, IP encryption, TDM pseudowire, and timing synchronization, upgrading existing networks while saving on space, power and training requirements.

- 5G offering:
 - » 5G xHaul gateways, backhauling and synchronization
 - » FWA for 5G business services, allowing for access, quality connectivity and future convergence
 - » Private 5G for campuses including gateways, compute and more.
- AI-powered SaaS networking platform, AI-powered in-network capabilities
- Management and orchestration software

IoT Portfolio

RAD offers a complete, out-of-the-box solution for IoT deployments.

RAD's solution includes smart sensors to monitor temperature, humidity, movement and other conditions, as well as indoor or outdoor IoT gateways for connectivity and data transmission together with Edge Computing, and an IoT platform for data collection, analysis, and display. Reports and alerts can be accessed remotely using a smartphone or tablet.



Such a combination offers valuable benefits:

Effortless Onboarding: Pre-configured sensors, gateways, and an intuitive platform allow low investment and easy deployment with minimal technical expertise required.

Seamless Integration: The sensors, gateways, and IoT platform work seamlessly together.

Pre-Configured Dashboards & Alerts: Users gain immediate insights into asset health with intuitive dashboards and automated alerts for critical events.

AI-Powered Optimization: AI-powered analytics translate data into actionable insights for predictive maintenance, optimized energy usage, and customer behavior analysis.

Scalability and Customization: The solution can be easily adapted to meet new use cases and business needs.

Security First: Data security is paramount. RAD's solution ensures secure data transmission and storage.

The solution has clear benefits for data centers, power transmission lines, and mobile cell sites. However, it's applicable in many sectors as any organization that relies on critical infrastructure can leverage IoT technologies to identify inefficiencies, reduce downtime, and maintain a competitive edge. This is an end-to-end solution that ensures efficiency, compliance, cost savings and revenue increase. Ultimately, the ability to monitor and optimize these systems in real-time sets a new standard for operational excellence.







Critical Operational Networks Portfolio

RAD solutions address all communication needs of utility, transportation, government, and oil and gas sectors. We offer best-of-breed tools for cyber-secure asset monitoring, operational WAN, and critical infrastructure deployments. We also ensure seamless migration to packet switched communication networks and applications.

For critical operations network migrations, RAD offers a complete suite of products, including:

- Multi-service networking platforms
- Wireless radios
- Industrial switches and routers
- Networking Devices
- Service management

This portfolio allows critical network operators to migrate to new technologies at their own pace, enabling TDM and packet coexistence. In addition, it offers the following benefits:

-  Full interoperability with obsolete equipment
-  Maximum flexibility supports any service over any network
-  Robust service and network protection for critical applications and services
-  Performance monitoring for critical services
-  Powerful multi-tier cyber security
-  Powerful Network Management

Our Services

RAD services include:

- **Professional services** - Expert services that accelerate deployment and ensure long-term success. This includes high and low-level network design, staging and remote configuration, factory acceptance testing, network migration and upgrades, proprietary RADview software installation, provisioning services, on-site, and customized requests.
- **Project management** - End-to-end management to ensure timely, cost-effective project execution. This includes project coordination, periodic meetings and progress reports, documentation, and risk management.
- **Technical support** - 24/7 global support to ensure networks stay up and optimized, with proactive maintenance, software updates, hardware replacement or repair support, and a knowledge base.
- **Training & Enablement** - Customized learning experiences to build capabilities in teams, from remote workshops to hands-on configuration training.

5. Protecting the Environment

5.1. Environmental Impact

At RAD, we are committed to fostering a more sustainable world through our solutions, services, and operational practices.

Our products are engineered to help customers optimize energy use, by incorporating efficient, environmentally friendly designs, including in-house ASIC/eASIC development for lower power consumption, newer and more efficient CPUs, and advanced thermal management. This includes features such as temperature-based fan control, fan-less designs, and extended temperature variants that reduce the need for cooling infrastructure. Outdoor models eliminate the need for cabinets and air conditioning, and future products will include AI-assisted power management and power-programmable components.

We adhere to global sustainability standards and continuously seek to improve environmental performance throughout our entire supply chain.

On the organizational level, RAD also carries out a wide variety of environmental sustainability activities and measurements.

Responsibility for environmental management and performance is overarching and shared between RAD's Director of Quality & other relevant department managers.

Additionally, RAD has established a CSR Committee that is responsible for driving the company's climate action initiatives. This committee, which reports to top management, defines long-term objectives, allocates resources, and manages the action plan to align RAD with sustainability-related market trends, upcoming regulations, and customer expectations.

5.2. Environmental Policy


RAD is committed to going beyond the basic requirements of international environmental laws through the implementation of a comprehensive environmental policy. This policy guides our efforts to reduce the ecological impact of our operations—spanning greenhouse gas emissions, energy use, waste management, and the promotion of sustainable practices throughout our supply chain. It is reviewed and renewed annually with the formal approval of our management.

RAD's Environmental Policy set out the following priorities:

- Reduce pollution by cutting GHG emissions and waste, while advancing energy efficiency across our products, services, and facilities.
- Preserve natural resources such as water, by implementing measures to reduce consumption, annual monitoring of water usage and installation of water-saving devices.
- Track our environmental footprint using defined KPIs, which are regularly collected and analyzed.
- Monitor and control total GHG emissions, including transparent reporting to recognized sustainability platforms.
- Establish and review environmental goals, assess progress, and communicate performance to senior management.
- Incorporate environmental factors into our supply chain, from product design and manufacturing to logistics and support services.
- Educate customers on responsible product use, maintenance, and end-of-life disposal.
- Enhance employee awareness of environmental matters and offer the tools, infrastructure, and training needed to encourage sustainable practices at all company sites.

5.3. Tracking Our Environmental Impact

Performance via Targets	2023	2024
Total electricity consumption (kWh)	3,427,817	3,356,179
Total electricity consumption (kWh) per employee	7451.8	7311.9
Total water consumption (m³)	6867.3	5527.7
Total water consumption (m³) per employee	14.1	12.04



Further to our environmental targets at our sites, RAD has committed to setting near- and long-term company-wide emission reductions aligned with the levels required to meet the goals of the Paris Agreement. Our internal targets are informed by the SBTi 1.5°C reduction pathway. As part of our decarbonization efforts, RAD purchases International Renewable Energy Certificates (IRECs), to cover electricity-related emissions (Scope 2) through 2030. These steps signify our dedication to responsible environmental stewardship and a sustainable future.

5.4. Compliance with Environmental Standards

Recognizing the critical importance of environmental stewardship in today's corporate environment, RAD remains firmly committed to adhering to the environmental standards set by the European Union (EU) and various regulatory bodies. We specifically comply with the EU's Waste Electrical and Electronic Equipment (WEEE) Directive, ensuring the responsible and sustainable disposal of outdated hardware, such as keyboards and hard drives. Additionally, we manage the use and disposal of chemicals in accordance with the EU's directives on Registration, Evaluation, Authorization, and Restriction of Chemicals, REACH (1907/2006) and the Restriction of Hazardous Substances, RoHS (2011/65/EU).

Furthermore, our operations are fully aligned with the ISO 14001 Environmental Management Systems standard, ensuring we maintain thorough compliance with environmental regulations.

5.5. Engagement of Employees, Customers and Suppliers

RAD remains steadfast in promoting environmental responsibility among our employees and partners, striving to reduce their environmental footprint. We raise awareness among our team by sharing periodic green tips on sustainable practices, prominently displaying best practices at office entrances, and encouraging actions that support eco-friendly behavior. In 2024, 100% of RAD employees completed the mandatory annual Health and Safety training.

Our environmental efforts also extend across our supply chain. We require all Contract Manufacturers (CMs) to hold ISO 14001 accreditation. Additionally, our manufacturers are expected to maintain documented environmental policies, affirming their dedication to environmental protection, pollution prevention, and adherence to environmental regulations. All RAD products comply with relevant European Directives, including RoHS, WEEE and REACH. Additionally, all PCBs comply with UL 94V0 standard. To verify compliance, we perform periodic assessments of our key manufacturers.

We are pleased to report the following

100%

of our CMs
meet ISO 14001
standards.

100%

of our CMs have
implemented
environmental policies.

5.6. Sustainable Procurement

As part of our commitment to a sustainable supply chain, we engage and train our procurement team in responsible sourcing practices. This includes educating buyers on RAD's climate strategy roadmap and the importance of incorporating sustainability criteria into supplier selection, as well as integrating environmental clauses in purchase orders and contracts. In 2024 and 2025, 100% of RAD's buyers received training on sustainable procurement. Beginning in 2025, 100% of Purchase Orders included clauses addressing environmental, labor, and human rights requirements. By embedding these principles into our procurement processes, we aim to reduce environmental impact, encourage ethical sourcing, and support our broader sustainability objectives.

We also regularly distribute evaluation forms and assessments to our subcontractors and contract manufacturers to gather insights into their climate strategies, including GHG emissions reduction targets and related activities. This information helps us better understand and manage the environmental impact of our supply chain. Through this initiative, we foster collaboration with our suppliers, encouraging greater transparency and engagement in sustainable practices to drive a positive change across our value chain.

5.7. Sustainable Products

5.7.1 Products Energy Efficiency:

Ongoing work on new ways to improve our products' power efficiency and overall sustainability:

- Development of RAD-owned ASIC/eASIC solutions to reduce power consumption
- Replacement of existing CPUs with newer, more power-efficient models
- Implementation of adjustable fan speeds based on temperature
- Introduction of fan-less devices to lower power usage and increase MTBF
- Design of outdoor NTU models to eliminate the need for cabinets (fewer fans and no air conditioning required)
- Exploration of AI-assisted power management, including the integration of power-programmable components into product design

5.7.2 Products Packaging

RAD uses packaging items made from recycled materials.

5.8. Green Office Practices

RAD undertakes a range of initiatives to ensure that our facilities and office environments remain environmentally responsible and sustainable:



AIR QUALITY

Periodic monitoring of the air quality in our production halls. RAD is monitored on a regular basis by external environmental authorities and is classified as a non-polluting facility.



WASTE

Waste is sorted by specific streams—plastics, cardboard and paper, batteries, and wet waste—with proper mapping of each stream. Controlled disposal of hazardous waste (including batteries) is carried out at all organizational sites. Electronic equipment, metal parts, cardboard, and paper are removed in a controlled manner for recycling.



LIGHTING

Use of low energy LED lighting.
Lighting control in the parking lots using motion detectors.
Motion detectors in all RAD offices to reduce lighting and air-conditioning power consumption..



PRINTING PAPER

Reducing the printing of documents by stipulating the use of an employee badge. Using a local mechanism to allow employees to print only when they are in proximity to the printer.



TRANSPORTATION AND COMMUTING

RAD encourages the use of hybrid-leased vehicles and allows hybrid work arrangements to reduce environmental impact from commuting.



WATER CONSUMPTION REDUCTION

Use of water savers at all faucets on the company's sites.
Use of dual toilet flush tanks in all company facilities.



ENERGY PROCUREMENT

RAD prioritizes purchasing electricity from greener sources.

5.9. Greenhouse Gas Emissions and Carbon Disclosure Project

We calculate our annual Scope 1, 2, and 3 greenhouse gas (GHG) emissions for all our global sites, adhering to the GHG Protocol guidelines. Each year, RAD also participates in the Carbon Disclosure Project (CDP) for better transparency and as a tool for continual sustainability improvement.

Since 2024, we have established an efficient process for collecting annual Key Performance Indicators (KPIs) from our company sites. This data is essential for accurately calculating our GHG emissions across Scopes 1, 2, and 3.

GHG emissions	2022	2023
Scope 1 (tCO ₂ eq)	28.3	21.48
Scope 2 Market Based (tCO ₂ eq)	1,670	1,685
Scope 3 (tCO ₂ eq)	15,001	17,522

5.10. Hazardous Chemicals and Waste Management

A key element of our environmental policy is ensuring that the materials we use and our disposal practices are environmentally safe. In line with this commitment, RAD complies with the EU's REACH and WEEE directives, which restrict hazardous substances and promote the sustainable disposal of electronic equipment.

RAD also manages its hazardous and non-hazardous waste responsibly, in accordance with environmental regulations. All waste generated at our facilities is collected by certified waste management parties, which visit our sites regularly. Hazardous materials are securely stored until collection, while non-hazardous waste is sorted and prepared for recycling or appropriate disposal. This process helps RAD minimize environmental risks and maintain compliance with waste handling standards.

	2024
Hazardous Waste Collected	83.9 Kg
Non-Hazardous Waste Collected	15,506 Kg
Waste Recovered	15,590 Kg



6. Responsible Business Practices

6.1. Corporate Governance/Management Structure

Strong corporate governance, grounded in the principles of accountability, fairness, transparency, and responsibility, is a fundamental pillar of our sustainability strategy. We consider it essential for fostering sustainable growth and creating long-term value. RAD's management team is actively committed to upholding these principles to ensure effective governance and leadership. The team consists of seven members, including three women, reflecting our dedication to diverse and inclusive leadership.

Udy Kashkash, President & CEO

Udy is a Telecommunications industry veteran with 25 years of experience. He joined RAD in 2016 as the Head of North American Operations. He then took on the position of Vice President Customer Facing Group until his appointment as RAD's CEO in April 2021.

Moshe Shimon, VP Product & Marketing

Moshe Shimon has over 20 years of experience in the telecommunication networks domain and extensive expertise in networking and telecom software and hardware product management and marketing. Before joining RAD, Moshe held leadership positions at Amdocs, ECI and Telco Systems.

Tuvia Segal, VP R&D

Tuvia Segal joined RAD in 1997. Over the years, he held pivotal positions as AVP R&D, VP Quality and director of Voice and Packet products. He was named Vice President of Research and Development, Service Providers in 2017.

Yael Langer, General Counsel

Yael Langer served as general counsel and secretary of RAD and several other companies in the RAD-Bynet Group since 1998. In this position, Yael has been involved in several IPOs and mergers and acquisitions. She also handles numerous investment transactions and legal issues for the group's start-up companies.

Daniella Ilan, VP Human Resources

Daniella Ilan has served as Vice President of Human Resources at RAD since 1994. With more than 25 years of leadership experience in human resource management, Daniella today oversees all of RAD's recruitment, training and organizational development, recreation, compensation, and benefits. In addition, she provides human resources support to a number of start-ups that are members of the RAD Group of companies.

Eitan Hamri, VP of Operations

Eitan Hamri joined the company in 1988 as a practical engineer in the Final Testing Department. He was promoted to head of an operations unit and subsequently as manager of the Technical Department in Operations and deputy to the Vice President of Operations. He was appointed RAD's Vice President of Operations in December 2014.

Orit Tesler Levy, CFO

Orit Tesler Levy is a senior finance executive with extensive experience in leading financial activities at global and public technology companies. Prior to joining RAD, Orit served as a CFO at numerous companies, where she led funding rounds, Nasdaq IPOs, and acquisitions and integrations.

6.2. Code of Conduct and Business Practices**6.2.1 Scope:**

RAD's Code of Conduct and Business Practices establishes the ethical standards, policies, and responsibilities that all RAD employees, partners, and stakeholders uphold. It serves as a guide to maintaining integrity, professionalism, and compliance with legal and ethical obligations in all our business activities.

RAD is committed to the highest level of integrity in the conduct of business. Beyond legal compliance, all our employees observe high standards of business and personal ethics in the performance of their assigned duties and responsibilities. This includes the practice of honesty and integrity in every aspect of dealing with other company employees, customers, suppliers, the public, the business community, shareholders, and governmental, and regulatory authorities.

6.2.2 Ethical Conduct Policy

6.2.2.1 Compliance with the Law

RAD observes and complies with all national and international laws applicable to where we provide products or services. We not only comply with the minimum legal requirements, but also lead in corporate ethical behavior, driven by our responsibility and commitment to good citizenship.

6.2.2.2 Treating Employees Equally and with Respect

All RAD employees are entitled to basic human rights and are treated with dignity and respect in the workplace, without prejudices or biases. All employees enjoy freedom of thought, conscience, religion, and expression provided these do not interfere with the rights of others.

RAD is committed to equality of opportunity in all its employment practices, policies and procedures. No employee is discriminated against because of age, race, gender, religion, disability, sexual orientation, marital or maternity status, political opinion or ethnic background.

RAD respects the privacy of our employees, customers and suppliers. All personal data collected and held by RAD is handled with confidentiality and sensitivity to safeguard individual privacy.

Any abusive or intimidating behavior toward others in the workplace, such as sexual harassment, physical confrontation or verbal hostilities subject employees to disciplinary action. No person is adversely affected in employment with RAD as a result of bringing complaints of unlawful harassment.

6.2.2.3 Non-Forced Labor

RAD is committed to prohibiting the use of forced or bonded labor across its operations. All individuals engaged with the company – including employees, interns, consultants, and any other personnel – enter into employment voluntarily and without threat of penalty. In alignment with international and local conventions and laws, RAD upholds a “No Forced Labor” principle that respects regional and cultural contexts.

Employees freely choose to work at RAD and may terminate their employment at any time with reasonable notice.

Employment terms are clearly stated in contracts, and employees provide informed consent before engagement.

RAD strictly prohibits coercion, threats, violence, or other intimidating practices, including confiscating personal documents or withholding wages. The company also shares responsibility with suppliers, sub-contractors, and recruitment agencies to prevent and address all forms of forced labor. This includes child labor, human trafficking, involuntary prison labor, and coercive practices related to wages or document retention. All labor must be freely chosen, and all workers must be free to leave in line with their employment terms.

6.2.2.4 Fair Business Practices

To continue maintaining RAD's reputation for fair dealings among our customers, partners, competitors and the public, all employees adhere to the following principles:

- **Fairness to customers** – All customers and partners are treated equally and fairly.
- **Honesty and truthfulness** – Information regarding the company, its technology, products, quality, timetables and other business-related issues are presented authentically and accurately.
- **Unfair competition** – Employees do not make defamatory or false statements regarding the financial solvency, competence, quality or integrity of other companies. Employees do not misappropriate trade secrets or knowingly misuse a competitor's confidential information.

6.2.2.5 Conflicts of Interest

Employees make or participate in business decisions and actions based on the best interests of the Company as a whole, and not based on personal relationships or benefits, and they avoid any activity that might lead to a conflict of interest.

Employees avoid situations where personal interests might conflict with those of the Company. Employees disclose potential conflicts to management.

6.2.2.6 Internal Reporting of Criminal Acts Committed by Employees

Employees report to HR or to the Legal department or to their department managers about crimes involving intentional infliction or threat of death or serious physical harm, stealing money, stealing company equipment, unauthorized disclosure of classified information, false financial reporting, sexual harassment, bribery and corruption, any violation of law, and noncompliance with the company code of ethics. In 2024, RAD received zero reports of business ethics-related violations through its whistleblower channels.

6.3. Anti-Bribery & Anti-Corruption Policy

RAD is committed to conducting all our business activities with honesty, integrity and to the highest ethical standards, according to Anti-Corruption Laws.

The Anti-Corruption Policy informs RAD's employees of explicitly corrupt practices while bringing light to several "red flag" situations that may be signs of attempted corruption, like excessive commissions. It also forbids paying foreign officials.

RAD assigned an Anti-Bribery and Corruption Officer to ensure that this policy is maintained and enforced if needed. Employees report any bribery or corruption suspicions to the Officer. Due to the critical importance of maintaining a workplace free of bribery corruption, RAD requires its employees to attend periodic training. In addition, audits for Anti-Bribery compliance are conducted periodically. In 2024, RAD recorded zero confirmed incidents of corruption.

6.4. Sexual Harassment Prevention Policy

At RAD, we are deeply committed to maintaining a workplace environment that upholds human dignity, freedom, privacy, and gender equality. We recognize that sexual harassment and retaliation based on complaints violate these core values, undermining the organizational climate, personal security, and professional relationships.

To address this, RAD has established a Sexual Harassment and Hostile Workplace Environment Prevention Policy, outlining our zero-tolerance stance on these issues. All employees are strictly prohibited from engaging in sexual harassment or retaliation against colleagues, suppliers, service providers, contract workers, or customers.

To strengthen accountability, RAD has appointed a leadership-level contact — VP of Human Resources, Daniela Ilan — as the designated leader responsible for overseeing sexual harassment prevention across the organization.

Employees participate in information sessions and training programs to recognize, prevent, and address inappropriate behaviors. Annual participation in these training sessions is mandatory for all employees.

RAD has implemented a clear, confidential, and secure procedure for filing complaints, ensuring safe and direct access to HR. Employees are guided on how to submit complaints — including who to contact and what information to provide — and may file in whichever format is most convenient, whether verbal or written. The policy is readily accessible via the company portal and posted on office bulletin boards.

RAD is firmly committed to protecting individuals who report such incidents from any form of retaliation. Every complaint is thoroughly investigated with the utmost confidentiality and care to safeguard the complainant's privacy and professional relationships.

Following the investigation, RAD will determine the necessary actions within three business days. All cases and proceedings are documented to ensure transparency and accountability.

6.5. Supplier Code of Conduct

RAD's commitment to ethical conduct and human rights extends to our suppliers, contractors, and consultants, as outlined in our Supplier Code of Conduct. This code is based on international legal frameworks, including the United Nations Declaration of Human Rights and International Labor Conventions.

While the Supplier Code of Conduct may establish standards beyond those required in certain regions where RAD operates, our partners are still expected to comply. Failure to do so may result in the termination of our agreement.

The standards outlined in our Supplier Code of Conduct align with RAD's own ethics policies, covering areas such as anti-corruption, conflict of interest prevention, risk assessment, insider trading prohibitions, intellectual property protection, confidentiality, ethical workplace practices, responsible sourcing, environmental compliance, and adherence to an integrated management system policy.

To ensure compliance, RAD actively engages with suppliers, requesting that they either sign RAD's Supplier Code of Conduct or submit their own, provided it aligns with RAD's standards. In addition, RAD may conduct audits or other assessments of a partner's facilities, records, or business practices. Any potential breaches of the Supplier Code of Conduct are handled by RAD's General Counsel. The code has been approved by RAD's management. So far, during 2025, over 80% of our main suppliers signed **RAD's supplier code of conduct** or submitted equivalent codes aligned with RAD's standards.

6.6. Conflict Minerals

RAD recognizes the importance of the conflict minerals issue and is committed to responsible sourcing. We regularly report on this topic through the Conflict Minerals Reporting Template (CMRT), ensuring transparency and compliance with regulatory requirements. Our efforts reflect our dedication to ethical supply chain practices and corporate responsibility. In addition, we actively engage with our suppliers to ensure that they also comply with conflict minerals regulations and uphold responsible sourcing standards.

6.7. Health and Safety

6.7.1 RAD's Commitment to Employee Safety

RAD is dedicated to ensuring a safe and healthy work environment for all our employees. We uphold high standards of workplace safety by maintaining proper working conditions and ensuring that employees are well-informed about, and comply with, applicable health and safety guidelines. RAD fully complies with the international ISO-45001 standard.

6.7.2 Maintaining a Safe Working Environment

Maintaining our facilities to prevent employee injuries is a fundamental aspect of our safety policy. RAD has integrated safety measures into our workspaces, such as fall protection systems, designated walkways, handrails, and more. We ensure that tools and equipment are maintained for safe use, provide essential health and safety equipment, keep walkways free from obstructions, adhere to a comprehensive safety policy, and educate employees on safety practices and reporting protocols. These precautions safeguard our employees, support operational efficiency, and align with the ethical standards we uphold.

Understanding the dangers of secondhand smoke, RAD also maintains smoke-free work environment. Employees are permitted to smoke during breaks but must do so outside of our office buildings or work sites, as mandated by company policy.

6.7.3 Employee Conduct

Our employees play a crucial role in implementing our health and safety policy, to ensure that safety standards are upheld, and hazards are minimized. To achieve this, workers must be made aware of potential risks and take responsibility for reporting them to management.

RAD periodically updates its safety policies to address emerging safety concerns or to align with changes in international standards. Employees are kept informed about these updates to ensure full compliance and effective enforcement.

To promote safety, employees inspect tools and equipment before use and promptly report any real or potential safety hazards to their supervisors. This includes malfunctioning equipment, unsafe working conditions or practices, and any workplace injuries. Additionally, RAD's Safety Officer performs root cause analyses on injuries to prevent similar incidents from occurring in the future.

6.7.4 Health & Safety Metrics 2023/2024

	2023	2024
Number of work injury incidents	10	18
Days lost to work sickness or injury	245	412

6.7.5 Product Safety

In addition to RAD's strong commitment to employee safety, RAD is equally dedicated to ensuring the safety of its customers. RAD products are developed, manufactured, and tested in accordance with recognized telecom industry safety standards. The company operates an in-house Safety Lab accredited by TÜV, a leading global quality inspection body, enabling the issuance of certified compliance test reports.

RAD's Safety team supports R&D, Operations, and other relevant departments by providing expert guidance on safety matters and ensuring that products are deployed only when fully compliant with current telecom safety regulations.

6.8. Information Security and Data Protection

Ensuring top-tier information security and data protection is a fundamental part of RAD's management strategy. RAD's management is committed to protecting the data, information and privacy of our customers and employees and provides all the necessary resources for this purpose.

We strive to maintain a safe, reliable and secure work environment to ensure the confidentiality, integrity and availability of our various information assets and intellectual properties.

To support the above, RAD is certified to ISO-27001 standard and has implemented a comprehensive Information Management System (ISMS), making information security an integral part of its business processes, procedures and methodologies. RAD is also certified to ISO-22301 standard with a vast and robust Business Continuity Management System (BCMS).

RAD uses a continuous improvement approach to address all requirements and applicable regulations by constantly monitoring and reviewing these Management Systems.





6.8.1 Information Security: Everyone's Responsibility

RAD relies on the uncompromising commitment and personal accountability of our employees to attain the highest level of security for all forms of company data and information assets.

RAD's Information Security Policy is structured around a clear responsibility framework, with each manager playing a specific role in its execution. Senior management oversees the policy, reviewing the information security principles annually and evaluating performance metrics and security incidents to continuously refine RAD's approach to this crucial area.

The Director of Information Systems & IT and the Chief Information Security Officer (CISO) are responsible for defining the security strategy, supported by the company's executives. Their duties include documenting and disseminating the company's security policies, educating employees on relevant procedures, and managing responses to any breaches or violations. The CISO oversees the development of RAD's Information Security Policy, ensuring that violations are monitored and addressed in ways that minimize risk. The Director of Information Systems & IT manages the implementation, operation, and monitoring of systems and procedures to maintain a secure environment.

The Information Security Steering Committee provides governance and guidance on matters concerning the protection of company data and privacy. This includes overseeing the implementation of RAD's information security strategy and related policies, addressing any policy exceptions, and advising department managers on potential risks and opportunities.

Data custodians are entrusted with specific information assets and are responsible for ensuring compliance with all relevant security laws when granting access to this data.

Lastly, data users – whether RAD employees, contractors, or third parties – who are granted access to information, must adhere to company guidelines and report any breaches or violations to the appropriate parties. In 2024, RAD recorded zero violations of its Information Security Policies and Procedures.

6.8.2 Practices and Procedures

In addition to designing products and services that minimize data processing to reduce the risk of information breaches, RAD implements several key procedures

to safeguard both company and customer data. These measures include employee training, annual risk assessments, encryption of data both in transit and at rest, internal and external audits of control procedures, and restricting access to company and customer information based on role-based access controls (RBAC).

RAD ensures that customers are fully informed about relevant information security measures through our Data Processing Agreement.

Upon hiring and annually thereafter, RAD employees are required to complete information security training to maintain the knowledge and skills needed to uphold high standards of information security at the company level.

In the event of a suspected breach, employees are trained to follow a clear escalation process, enabling the company to quickly identify and respond to potential security incidents. If a breach occurs, RAD will activate its incident response plan (IRP) to address the situation as swiftly and effectively as possible.

6.8.3 Data Protection

In addition to securing company records and data, protecting our customers' private information is a critical aspect of our operations. RAD complies with various data protection regulations, including the European Union's General Data Protection Regulation (GDPR), which outlines how data is processed, recorded, and protected. Ensuring compliance with these standards is the responsibility of RAD. Furthermore, all third-party relationships are assessed for adherence to data protection and privacy requirements.

In the event of a personal data breach, RAD has established policies and procedures to detect, report, and manage incidents efficiently. This includes the use of automated detection systems, antivirus software, log analyzers, and reports from users who suspect a breach. If a breach is confirmed, RAD will notify the designated customer contact and report the incident to the relevant supervisory authorities within the legally required timeframes.

6.8.4 Website Privacy Policy

RAD's comprehensive Website Privacy Policy addresses all key aspects of data protection. This includes the collection and use of personal information, users' ability to modify or delete their data, security and encryption measures, our data retention policy, and the conditions under which RAD may share data with third parties.



For full details, the [Website Privacy Policy](#) is available on our website.

7. Community Engagement

7.1. Community Contribution

RAD is committed to social responsibility. This principle guides our approach to community outreach and engagement efforts. We strive to be active contributors to the well-being of the communities around us.

Aligned with the global initiative, “Good Deeds Day,” we advocate for acts of kindness every day. While individual contributions matter, their impact is magnified when we come together as a group.

7.2. Empowering Local Communities

RAD’s community investments are strategically organized into four primary pillars, each representing a key focus area:

1. Local Communities

We focus on initiatives that directly impact the well-being of the communities in which we operate.

2. Empowering the Next Technological Generation

Our commitment extends to nurturing the next generation in the technology field, ensuring skilled professionals in the future.

3. Empowering Women

We actively support programs that empower women, recognizing the importance of gender diversity and equality in all aspects of our community engagement.

4. Diversity

We aim to promote inclusivity by supporting initiatives that uplift and integrate underrepresented communities, promoting diversity and equal opportunities for all.

Empowering Local Communities

RAD is deeply committed to community engagement, focusing on building strong relationships between our representatives and the communities we aim to support. We believe that fostering lasting connections allows us to better understand their unique needs. Witnessing the tangible outcomes of our initiatives fills us with pride.

In 2024, RAD's local teams were actively involved in community projects, including efforts to assist displaced persons, following the October 7th attacks. Through donation collections, we contributed funds to Matan – Donors for the Community Association, supporting evacuees who lost their homes in the war.

RAD collaborated with the Chesedi Shalom v'Aharon Association by packing and distributing food baskets for families in need.

RAD also encourages employees to volunteer in ways that align with their professional and personal interests. To support this, we provide paid half-day volunteering opportunities throughout the year.

Case Study: Giving Back to Holocaust Survivors

As part of the 'Now is the Time' program and in collaboration with the Matav Organization and the Holocaust Survivors Rights Authority, RAD employees connected with lonely Holocaust survivors.

Ahead of Passover, employees assembled and delivered generous food baskets containing wine, matzah, cakes, cookies, soup, tea, and more. They visited Holocaust survivors, bringing not just holiday packages but also companionship and conversation.



The emotional feedback from both employees and survivors highlighted the program's profound impact:



"It was an emotional and uplifting meeting... Mordechai, 90 years old, was so grateful and shared stories about his family and grandchildren."

— RAD volunteer

"Thank you for the package and the time you dedicated to a fascinating conversation."

— Andrey, a Holocaust survivor

We extend our heartfelt gratitude to RAD volunteers for their invaluable contributions, transforming ideas into actions that bring joy and comfort to those in need.

Case Study: Supporting Individuals with Disabilities

For over a decade, RAD has employed individuals with disabilities through the Shekel Organization, providing assembly and repair work at our production facility in Jerusalem.

In observance of the International Day of Awareness for Equal Rights for People with Disabilities, RAD hosted initiatives such as collaborative teamwork at Atzitz Tari, where employees worked alongside individuals with disabilities to plant and pack plants. During Hanukkah, our teams gathered to share doughnuts with Shekel participants, fostering meaningful connections and mutual enrichment.

RAD also embraced "Mother Nature" by removing substantial volumes of trash from the beach in collaboration with the Israel Nature and Parks Authority. We also participated in hands-on farm work to assist farmers facing a labor shortage.

Additionally, RAD volunteers at the "Leshovah" soup kitchen for underprivileged families, helping to prepare the facility, serve food to diners, and more.



We have also spearheaded several successful donation initiatives, including:

- **Humanitarian aid for refugees from Ukraine.**
- **“Back-to-school” supplies** for the “Imma Jerusalem” Association, which supports 35 families who cannot afford new school supplies.
- **Purim costumes** for the “Kadima Youth Centers,” which provide educational programs for children and teenagers in Israel’s social and geographic periphery.
- **Medicine** for financially struggling individuals in Israel, in collaboration with the Friends for Medicine organization.
- **Books** for the “Rebooks” Association, which promotes environmental values, recycled materials, and meaningful rehabilitative employment within the community.

The responses to these initiatives exceeded our expectations, resulting in a significant collection of items that were donated to those in need.

Empowering the Next Technological Generation

RAD has a long-standing tradition of financial donations and scholarships, with significant contributions to the Technion – Israel Institute of Technology. RAD founders Yehuda and Zohar Zisapel supported the establishment of the Nanotechnology Research Center and the Electrical Engineering and Computer Science Building, inaugurated in 2022.

Scholarships are granted to students in electronics, computers, and software, prioritizing those facing financial challenges. Additionally, RAD equips computer rooms in youth villages to expose children to the world of computers and the internet.

RAD also collaborates with Elwyn, a nonprofit dedicated to individuals with intellectual and developmental disabilities. During a visit to our R&D center in Be’er Sheva, Elwyn participants explored job opportunities, inspiring excitement for their future careers. RAD mentors play a pivotal role in nurturing the skills and knowledge of these future technology professionals.



Empowering Women

RAD prioritizes the advancement of women in the workforce. We enrich our employees with inspiring lectures and content, including a notable session with Alice Miller, the trailblazer who successfully challenged the ban on women serving as pilots in the Israeli Air Force. Her landmark victory led to broader gender equality in combat roles and earned her recognition on Israel's 67th Independence Day.

Nearly
50%
of RAD's senior
management are
women.



Recruitment advertisements
are always designed to appeal
to both genders.



Diversity

RAD fosters workforce diversity and equal opportunities for all candidates, irrespective of religion, race, gender, or background. In partnership with Shekel, we actively integrate employees with disabilities into the company.

About this Report

General

This is RAD's first ESG report, offering an overview of the environmental, social, and governance projects, activities, and initiatives carried out over the past year.

The report highlights ESG-related efforts at RAD and aims to provide valuable insights for a wide range of stakeholders, including customers, industry analysts, NGOs, employees, sustainability professionals, governments, and others.

The content of this report was shaped through a careful process that considered multiple factors:

- Our materiality assessment
- Input from RAD executives and subject matter experts
- Feedback from external stakeholders
- Consideration of the broader sustainability landscape and emerging trends
- Alignment with external standards and frameworks, such as the UN Global Compact and Sustainable Development Goals
- Global reporting trends and recognized best practices
- GHG emissions were calculated in accordance with GHG Protocol guidelines

Advisers and Inquiries

We extend our appreciation to the entire RAD team for their contributions of data and time during the preparation of this report. The report was developed with the support of both external advisors and internal subject matter experts.

Please note that this report was not externally assured or audited by any third party.

Your feedback is valuable to us. For any questions or comments regarding this report, please contact:

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