

RAD Environmental, Social and Governance (ESG) Report 2026

Your Network's Edge®

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1. Letter from CEO



2025 confirmed that the AI-powered shift we described a year ago wasn't a passing wave. It became the operating reality for our industry, reshaping how networks are built and secured, and changing what our customers expect from every product we ship.

RAD met that shift head-on. We continued embedding AI into our solutions, sharpening our role as an innovation partner to telcos and critical infrastructure operators navigating this transition. Delivering best-of-breed solutions to our customers remains our steadfast commitment, and 2025 tested that commitment in new ways.

As we innovate, we stay aware of technology's broader role in shaping society and the environment. We use our strengths to address global challenges and support the communities we serve. Our work is guided by a commitment to inclusion and diversity, alongside the development of sustainable products and services.

This Environmental, Social and Governance (ESG) report reflects our ongoing commitment to corporate responsibility and sustainability. Our goal remains to drive a positive impact on our people and the planet we share.

When we look at where our industry is heading, we can't ignore the environmental cost of that growth. We continued reducing our ecological footprint through sustainable product design and smarter energy use, guided by clear targets to cut water, electricity and paper consumption.

This progress strengthens our commitment to responsible, sustainable growth.

As the world around us continues to change, community engagement remains a value that guides our approach to social responsibility. In 2025, our employees again took part in meaningful volunteer efforts.

Our people remain at the heart of what we do. Mentorship programs and initiatives that support the next generation of tech professionals and women continue to be core to our mission.

This ESG report marks another step in an ongoing commitment, not a finish line. We remain focused on our ESG goals, for the benefit of our stakeholders and the planet, now and in the years ahead.

— Udy Kashkash, President and CEO, RAD

2. About RAD

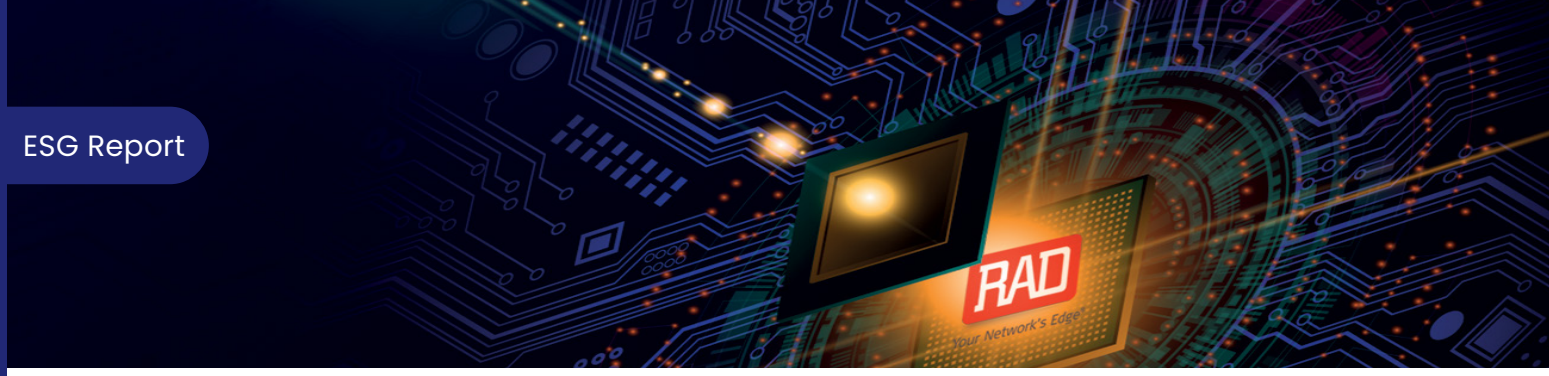
2.1. RAD at a Glance

RAD is a global innovator and leader in networking edge solutions. With over four decades of pioneering expertise, RAD consistently delivers best-in-class Carrier Edge, AI-native networking, post-quantum security, industrial IoT and physical AI, 5G, and critical operational network solutions to communications service providers and critical infrastructure operators across more than 150 countries. By closely collaborating with customers, RAD co-creates tailored solutions that ensure reliable, always-on connectivity from any location.

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

RAD Facilities Worldwide





RAD maintains facilities worldwide including offices, support/service divisions, repair facilities, and production facilities across: Tel Aviv, Jerusalem, and Be'er Sheva (Israel); Mahwah, New Jersey and Mexico City (Americas); France, Germany, Spain/Iberia (Europe); Mumbai and Bangalore (India); Beijing (China); Japan; Manila (Philippines); Brazil; and Australia.

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 up to 400G with SLA assurance, zero-touch automation and LTE/5G broadband uplinks, with ruggedized enclosures for outdoor deployments.

They also support Carrier Ethernet for direct internet and cloud access, and end-to-end, future-proof solutions for legacy services and TDM, and smart pluggable devices for security, connectivity, demarcation and legacy services.

Next-generation offerings include Smart Business IoT for remote monitoring of business spaces, IP traffic encryption and crypto-agile, hardware-accelerated quantum-safe encryption built into Carrier Ethernet demarcation and aggregation devices.

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's solutions serve critical sectors like utilities (oil & gas, power, water) and transportation with ultra-resilient, low-latency SD-IoT connectivity enabling physical AI scalability, smart Industrial IoT for remote monitoring of manned and unmanned sites, legacy services and slow protocol migration with Tele protection, seamless communications over fiber, radio, cellular, satellite, and leased lines, and cybersecurity featuring SCADA-aware firewalls, intrusion prevention, encryption, and anomaly detection.

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 & Achievements

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:

2026	JAC recognition award for excellent performance in JAC CSR Audit campaign
2026	Outstanding Exporter Award for 2025 in the High-Tech category: for business excellence, innovation, sustained growth, and a significant contribution to the economy.

2026



Mplify's NaaS Excellence Award for Carrier Ethernet Technology (ETX-2i Carrier Edge solutions)

2026



Distinguished Fellow Award for RAD's CTO and Head of Innovation for contribution to the development, adoption, and impact of Mplify's work.

2026

Shortlisted for Mplify's AI Network Infrastructure Innovation Award.

2026

Platinum Mark by SII for holding six ISO management systems certificates.

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, 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 six 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
- ISO-Certified Software Engineering Quality Management System

Joint Alliance for CSR (JAC) Recognition Award:

In 2026, RAD received the Bronze Award from JAC, a non-profit alliance of 32 leading telecom operators worldwide, in recognition of the organization's commitment to responsible business practices and continuous improvement, following an independent third-party audit of RAD's facilities. JAC's award recognizes supplier facilities that demonstrate exemplary Corporate Social Responsibility (CSR) compliance, effective Corrective Action Plan (CAP) implementation, and strong operational performance across key sustainability domains - Health & Safety, Environment, Working Conditions, Labor Rights, and Business Ethics - placing RAD among a select tier of trusted, responsible suppliers to the global telecom industry.



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 was 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. 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

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.

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) Collaboration

The Joint Alliance for CSR (JAC) is a non-profit alliance of leading global telecom operators working together to promote responsible, sustainable practices across their shared supply chain. RAD has successfully collaborated with JAC for several years, taking an active part in its supplier engagement program on a yearly basis.

Through this important initiative, RAD works to enhance transparency and continuously improve its performance in key areas such as labor standards, environmental management, and ethical conduct across its supply chain. In 2026, RAD was recognized as belonging to the "Sustainability Health" tier, reflecting our strong performance across key decarbonization criteria: the establishment of emissions reduction targets, assured Scope 1 and Scope 2 emissions measurements, our ongoing use of renewable energy, and our active engagement with both customers and suppliers on Scope 3 emissions.

In October 2026, RAD took part in the 12th edition of the JAC Supplier Forum, held in Zurich, bringing together leading telecom operators and their suppliers to exchange ideas, share best practices, and align strategies for a more sustainable ICT supply chain. The forum included productive discussions on supply chain due diligence and decarbonization, as well as emerging topics such as trustworthy cloud and AI supply chains. RAD's JAC recognition award (see section 2.3) was announced on stage at the forum, placing RAD among the top performers in JAC's 2025 CSR audit campaign.

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:



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.



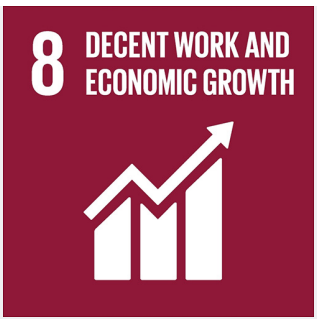
Quality Education

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.



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.



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.



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.



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.





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.



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 Ethics and Business Practices to every employee, empowering them to maintain integrity and ethical conduct in all business interactions while representing our organization.

Our Code of Ethics and Business Practices 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.

Additionally, RAD employs several individuals with disabilities on a full-time basis, and also some on a part-time basis through third-party vocational support organizations. To support this, RAD provides accessible workplace facilities, including accessible buildings and spaces, to ensure that employees with disabilities can safely and comfortably access and perform their work.

We are also 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.

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

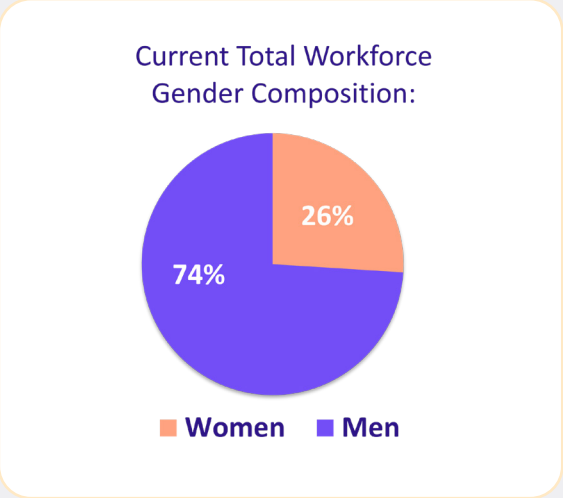
> **"At RAD, we believe diversity and equality are essential to personal and professional growth, as well as for creating a safe and healthy environment. By fostering a culture where everyone feels valued and empowered to succeed, we drive both individual well-being and organizational success."**
>
> — Daniella Ilan, VP HR, RAD

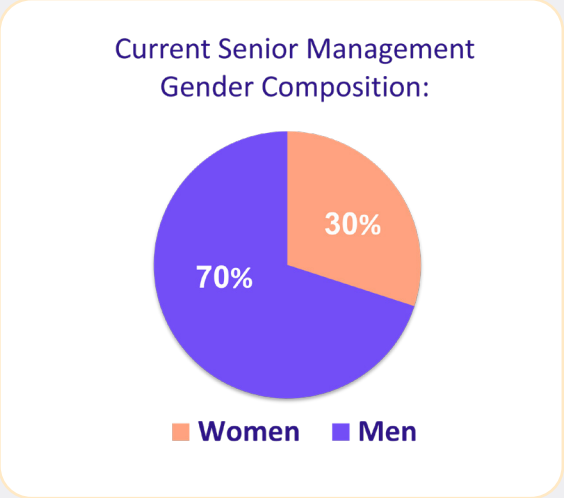
Inclusive and Safe Work Environment

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.







3.2. RAD Workforce 2025-2026

RAD's workforce reflects strong retention and long-term engagement, with the average employee tenure sitting at 14.35 years.

The company maintains a predominantly full-time workforce, with part-time roles representing approximately 8.5% of total staff, down from 10% in the previous year. Managerial roles continue to comprise around 20% of the organization, while senior management continues to account for just over 1%.

These metrics underscore RAD's commitment to cultivating leadership, maintaining organizational stability, and supporting long-term career development.

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	2024	2025
Employees participated in training activities	61%	67%

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.

% Employees who received feedback	2025	2026
First Feedback Session	96%	98%
Second Feedback Session	92%	95%

The Performance Assessment Process consists of three steps:

Evaluate past year goals	Set goals for the upcoming year	Conduct a dialogue
Evaluating last year's achievements and progress, seeking stakeholder feedback for a broader perspective	Defining professional and personal goals.	Engaging in dialogue with the direct manager to set expectations, align on goals, and secure support.

Internal Mobility Policy

RAD is dedicated to facilitating smooth transitions for employees across different roles and departments that 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:

- An R&D Hackathon: Employees 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

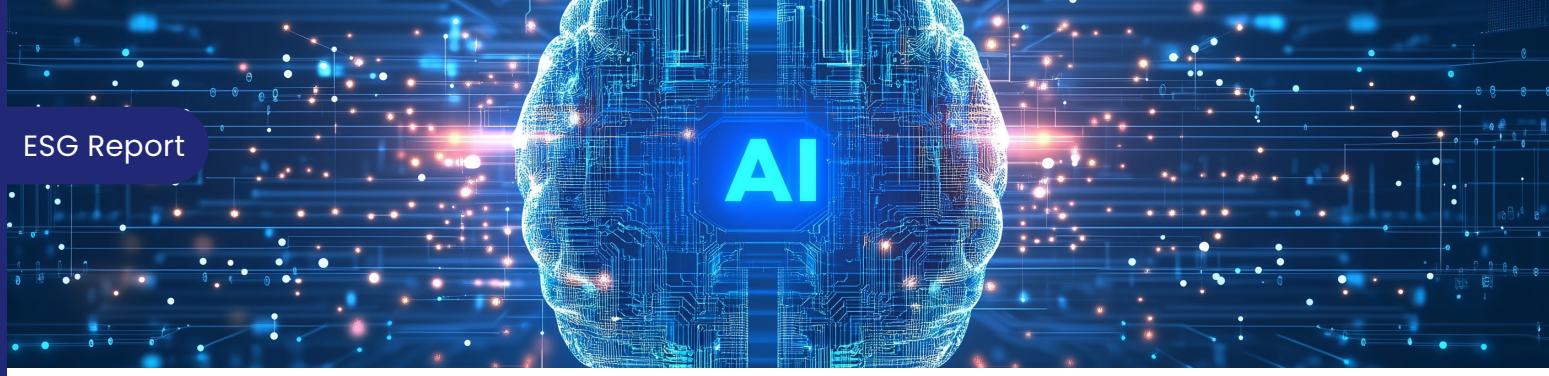
Once a quarter, select employees from the 'A' Employees Program are invited to participate in a roundtable discussion. They are encouraged to share their thoughts and initiatives for the advancement of the company. Examples of suggestions implemented:

- A suggestion to improve how attendance and work hours are monitored over time was 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-Native Network & Post-Quantum Security

The AI era has reshaped technology since OpenAI released its GPT large language model and the ChatGPT application in November 2022. More than three years on, generative and agentic AI have moved from novelty to infrastructure, with adoption accelerating faster than any technology shift in recent memory.

AI capabilities have expanded well beyond text, now spanning image and audio generation, and increasingly, autonomous, multi-step reasoning. Model developers including Google, Anthropic and DeepSeek continue to release competing systems, while adoption has spread into healthcare diagnostics and drug discovery, and into financial risk assessment, among many other use cases. Governments are racing to secure their own AI capacity, from the European Union's planned AI 'gigafactories' to national compute investments elsewhere, even as debates over AI's societal impact and calls for responsible development continue.

Network Trends and Challenges

This AI revolution requires telcos to rethink their networks. AI is reshaping the edge, the access layer, the underlay and the overall network architecture.

AI models will increasingly run directly at the network edge rather than in centralized data centers. This in-network AI needs to optimize packet forwarding, resource allocation and edge compute to support real-time workloads, turning the network itself into 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.

Applications are also being pushed closer to the customer, whether on-premises or at the edge cloud, transforming network architecture to be more distributed and localized. Services in environments like smart factories and campuses now need assured, bounded-latency performance, not best-effort delivery. This trend is driving ultra-reliable, low-latency networks for next-generation services such as Industry 4.0 and AR/VR.

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 the lowest layers, including Layer 2 encryption and quantum-safe capabilities. As AI accelerates the pace at which vulnerabilities are found and exploited, telcos increasingly need to offer security as part of the underlay itself, not as an optional add-on.

Quantum-safe networking has moved from a research topic to a near-term requirement. In 2024, NIST finalized its first post-quantum cryptography standards, ML-KEM, ML-DSA and SLH-DSA, giving the industry a concrete target to migrate toward. The risk is not only future quantum computers, but "harvest now, decrypt later" attacks already underway, where encrypted traffic is captured today for decryption once quantum hardware matures. This, together with an accelerated regulation timeline, requires service providers to offer their enterprise customers viable solutions sooner rather than later.

Shorter-term trends include the rise of private 5G networks and fixed-wireless 5G access, increasing bandwidth at improved price-performance, and upgrades to existing installed infrastructure, including the ongoing decommissioning of copper in favor of fiber.

As part of our ESG commitment, RAD is mindful of the ethical and societal implications of AI, alongside its environmental footprint. We aim to ensure responsible development by aligning our AI initiatives with principles of transparency and fairness, while also leveraging AI in our own products to improve energy efficiency and enable predictive maintenance across 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

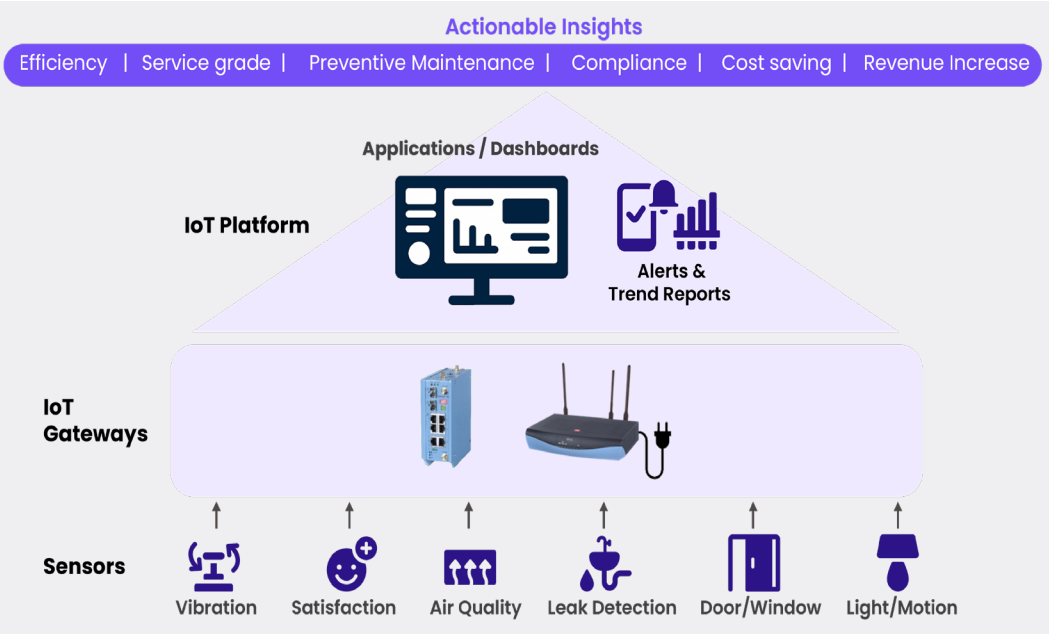
RAD offers robust, scalable, and intelligent network edge solutions for wholesale, business and mobile service providers. Our solutions enable Ethernet and IP business and mobile services over any infrastructure. They also support next-generation offerings, such as Smart Business IoT, remote data center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

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
  - Private 5G for campuses including gateways, compute and more.
- AI-powered SaaS networking platform, AI-powered in-network capabilities.
- Hardware-accelerated, crypto-agile quantum-safe security for line-rate encryption of Data Center Interconnect and carrier edge connectivity. For maximum flexibility, it combines Quantum Key Distribution (QKD), Post-Quantum Cryptography (PQC) and hybrid key exchange.
- 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.

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. Key benefits include:

- Full interoperability with obsolete equipment
- Maximum flexibility to support any service over any network
- Robust service and network protection for critical applications and services
- Performance monitoring for critical services
- Powerful multi-tier cybersecurity
- 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 support, 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.

Responsibility for environmental management and performance is overarching and shared between RAD's Director of Quality & ESG Compliance and 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.

We are pleased to report the following

100%
of our CMs meet ISO 14001 standards.

100%
of our CMs have implemented environmental policies.

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 sets 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. 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. Additionally, we manage the use and disposal of chemicals in accordance with the EU's REACH Regulation (EC 1907/2006) and the Restriction of Hazardous Substances (RoHS) Directive (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.

5.4. 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.

Our environmental efforts also extend across our supply chain. We require all Contract Manufacturers (CMs) to hold ISO 14001 certification. 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 94 V-0 standard.

5.5. 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 2025 and 2026, 100% of RAD's buyers received training on sustainable procurement. In 2025 and 2026, 100% of purchase orders included clauses addressing environmental, labor, and human rights requirements.

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. Through this initiative, we foster collaboration with our suppliers, encouraging greater transparency and engagement in sustainable practices.

5.6. Sustainable Products

5.6.1 Product Energy Efficiency

RAD maintains an active, ongoing program to reduce the carbon footprint of its product portfolio, addressing embedded manufacturing emissions, in-use energy consumption, and end-of-life impact. Many of these measures are already implemented across our product lines, with others in active development, forming the basis for quantified kg CO_2eq reduction targets we intend to establish by product category going forward.

Key measures include:

- Development of RAD-owned ASIC/eASIC solutions, reducing power consumption by approximately 10%–25% depending on the product compared with earlier FPGA-based or previous-generation designs
- Adoption of newer, more power-efficient CPUs
- Advanced thermal management, including:
  - » Temperature-based fan control
  - » Fan-less designs that lower power usage and increase mean time between failures (MTBF)
  - » Extended-temperature variants that reduce cooling requirements
  - » Outdoor models that eliminate the need for cabinets and air conditioning
  - » Power-programmable components
- Products designed to be easily dismantled, maintained, and repaired, extending product lifespan, avoiding emissions from premature replacement, and improving end-of-life material recovery

5.6.2 Product Packaging

RAD uses packaging items made from recycled materials, and has significantly reduced its use of plastic packaging, with further reductions planned.

RAD is aware of the Packaging and Packaging Waste Regulation (PPWR) and is committed to complying with all applicable requirements that apply from August 12, 2026:

1. Each RAD packaging component is assigned a unique part number and can be properly identified and traced. These packaging materials are sourced from well-known suppliers with a proven track record of compliance with applicable environmental regulations.
2. RAD packaging does not contain any substances prohibited under REACH or the PPWR.
3. RAD packaging is designed to minimize material usage while maintaining proper product protection, with documented justification for any packaging design decisions.

5.7. 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 leased hybrid vehicles and allows hybrid work arrangements to reduce environmental impact from commuting.



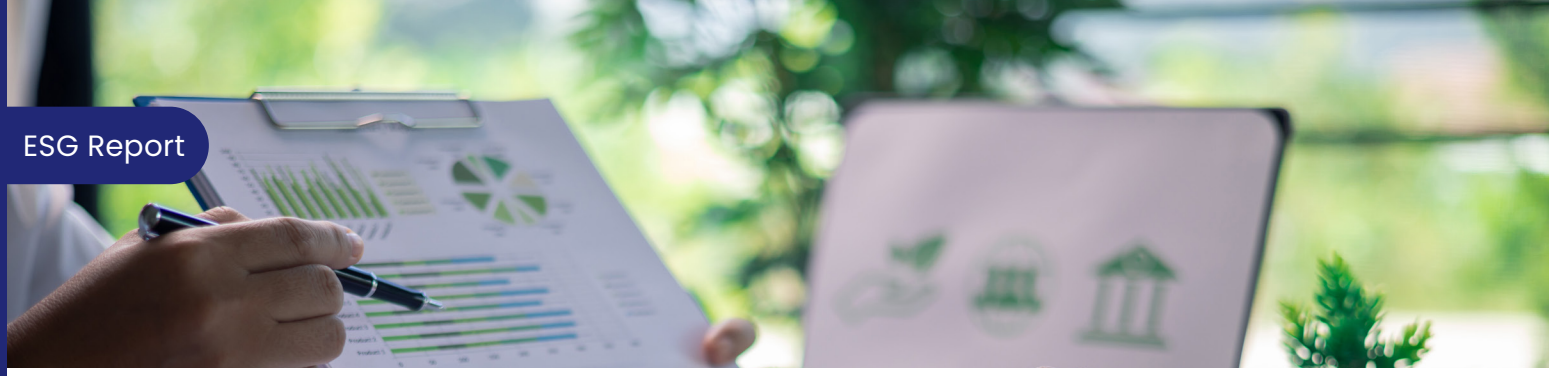
WATER CONSUMPTION REDUCTION

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.



5.8. 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.

In 2025, RAD expanded its GHG reporting boundary to include, for the first time, emissions associated with the use of its sold products (Category 11), alongside its existing Scope 1, Scope 2 and other Scope 3 categories. In 2026, RAD engaged Carbon Footprint Ltd, an independent UK-based verification body, to conduct a third-party verification of its 2025 global GHG inventory in accordance with ISO 14064-3:2019 and the GHG Protocol Corporate Standard. The verification covered RAD's Scope 1 and Scope 2 emissions together with nine Scope 3 categories. Carbon Footprint Ltd concluded, to a limited level of assurance, that RAD's GHG statement is materially correct, fairly represents the company's emissions, and has been prepared in accordance with the GHG Protocol – and confirmed that RAD has established appropriate systems for collecting, aggregating and analyzing its GHG data.

carbon footprint™
Verified 2025

GHG emissions	2024	2025
Scope 1 (tCO2eq)	27	37
Scope 2 Market Based (tCO2eq)	1,375	1,182
Scope 3 (tCO2eq)	27,019	102,760

Note: Scope 3 emissions for 2025 are not directly comparable to 2024 because 2025 includes more Scope 3 categories which were not included in the 2024 inventory.



5.9. Carbon Footprint Reduction Target

Further to our environmental targets at our sites, RAD has committed to setting near- and long-term company-wide emission reduction targets aligned with the levels required to meet the goals of the Paris Agreement to limit global warming to 1.5°C. RAD's target is a 50% reduction in Scope 1 and 2 emissions by 2030, from a 2022 baseline (previously reported as a 42% reduction from a 2023 baseline), informed by the Science Based Targets initiative (SBTi) 1.5°C reduction pathway. This revised target represents a stronger commitment than our previous goal, reflecting a greater contribution to global carbon reduction efforts. As part of our decarbonization efforts, RAD covers a portion of its Scope 2 electricity-related emissions through the purchase of International Renewable Energy Certificates (IRECs).

5.10. Tracking Our Electricity and Water Consumption

Electricity and Water Consumption	2024	2025
Total electricity consumption (kWh)	3,099,387	3,318,564
Total electricity consumption (kWh) per employee	6,580	7,753
Total water consumption (m^3)	5,527.7	5,076
Total water consumption (m^3) per employee	12.04	11.85

5.11. 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. RAD complies with the EU's REACH Regulation and RoHS Directive, which restrict hazardous substances, and with the WEEE Directive, which promotes 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.

Waste Metric	2025
Hazardous Waste Collected	45 Kg
Non-Hazardous Waste Collected	16,050 Kg
Waste Recovered	7,043 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 two 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 of the Customer-Facing Group until his appointment as RAD's CEO in April 2021.

Eli Angel, VP Product & Marketing
Eli brings over 30 years of experience in the telecommunications industry, with deep expertise in networking, product management and business development. Before joining RAD, Eli served as Vice President of Product Line Management for the Ethernet access portfolio at a leading global telecommunications equipment vendor.

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 has 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 30 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 to 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.

Alon Michal, CFO
Alon brings more than 25 years of experience in financial management, business leadership, and driving growth across global technology and investment organizations. Throughout his career, he has held senior financial leadership positions, leading financial strategy, international operations, business transformation initiatives, and operational excellence in complex global environments.

Alon holds an MBA from Ben-Gurion University, a BA in Accounting, and is a Certified Public Accountant (CPA). He has also completed executive education in Negotiation and Decision-Making at Harvard Business School.

6.2. Code of Ethics and Business Practices

6.2.1 Scope

RAD's Code of Ethics 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, subjects 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.

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.

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 is presented authentically and accurately.
- **Fair 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, and 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. During 2025 and through October 2026, the publication date of this report, RAD received zero reports of business ethics-related violations through its whistleblower channels.

6.2.2.7 Respect for Human Rights

RAD is committed to respecting internationally recognized human rights wherever it operates and throughout its business relationships, including its supply chain and customers. RAD's approach, including its human rights due diligence process, is set out in its Human Rights Policy and Due Diligence Procedure (see section 6.5). Concerns about actual or potential human rights impacts connected to RAD's operations, products, services or business relationships may be reported through RAD's reporting channels. Where RAD has caused or contributed to harm, it will take appropriate steps to remediate it.



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 shedding light on 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. Due to the critical importance of maintaining a workplace free of bribery and corruption, RAD requires its employees to attend periodic training. In addition, audits for Anti-Bribery compliance are conducted periodically. During 2025 and through October 2026, the publication date of this report, 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, Daniella Ilan – as the designated leader responsible for overseeing sexual harassment prevention across the organization.

RAD has implemented a clear, confidential, and secure procedure for filing complaints, ensuring safe and direct access to HR. 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. Human Rights Policy and Due Diligence

In 2026, RAD adopted a Human Rights Policy and Due Diligence Procedure, approved by senior management. The policy sets out RAD's commitment to respecting internationally recognized human rights, as set out in the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, wherever it operates and throughout its business relationships, including its supply chain and customers. RAD expects its employees, suppliers, customers and business partners to respect human rights in their dealings with RAD.

Under the procedure, RAD's operations, suppliers, customers and projects are screened annually, and before RAD enters a significant new relationship, against defined risk indicators. These are conflict-affected, high-risk or sanctioned countries, conflict minerals and high-risk sectors, and concerns raised through RAD's reporting channels. Each risk is rated by severity and likelihood and recorded in a human rights risk register. Standard controls apply to all relationships. High risks trigger additional measures and escalation to the Procurement and Legal departments, who decide whether to proceed, proceed with conditions, or end or decline the relationship. The effectiveness of these measures is reviewed annually, and the Board of Directors receives an annual update on human rights risks and actions. Where RAD has caused or contributed to harm, appropriate steps are taken to remediate it.

Before adopting the policy, RAD assessed its operations and business relationships against the company-level UN Guiding Principles on Business and Human Rights (Principles 11–24, 29 and 31). The assessment found RAD's approach to be largely aligned with these principles.

6.6. 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, updated in 2026 to align with RAD's Human Rights Policy and Due Diligence Procedure. The code is grounded in international principles, including the Universal Declaration of Human Rights and the International Labour Organization (ILO) Conventions.

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. Our main suppliers signed RAD's Supplier Code of Conduct or submitted equivalent codes aligned with RAD's standards.

Suppliers can report concerns to RAD's General Counsel. Reports are handled confidentially, and RAD does not retaliate against suppliers who report concerns in good faith.

6.7. 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.

RAD's Conflict Minerals Policy commits RAD to making reasonable efforts not to knowingly purchase products containing conflict minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or adjoining countries. Suppliers are asked to complete RAD's Conflict Minerals Supplier Questionnaire. The questionnaire asks them to identify the smelters, refiners and countries of origin of the 3TG minerals (tin, tantalum, tungsten and gold) in the components they supply, and to confirm that these minerals are not sourced from conflict-affected or high-risk areas. The 2025 independent CSR audit under the JAC framework confirmed that RAD maintains a proper conflict minerals procedure and CMRT reporting.

6.8. Health and Safety

6.8.1 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 & safety guidelines. RAD fully complies with the international ISO 45001 standard.

6.8.2 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 & safety equipment, keep walkways free from obstructions, adhere to a comprehensive safety policy, and educate employees on safety practices and reporting protocols.

Understanding the dangers of second-hand smoke, RAD also maintains a 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.

6.8.3 Employee Conduct

Our employees play a crucial role in implementing our health & safety policy, to ensure that safety standards are upheld, and hazards are minimized. 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. Additionally, RAD's Safety Officer performs root cause analyses on injuries to prevent similar incidents from occurring in the future.

In 2025 and 2026, 100% of RAD employees completed the mandatory annual Health & Safety training.

6.8.4 Health & Safety Metrics 2024 & 2025

Health & Safety Metric	2024	2025
Number of work injury incidents	18	14
Days lost to work sickness or injury	412	109

6.8.5 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.



6.9 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.

To support the above, RAD is certified to ISO 27001 standard and has implemented a comprehensive Information Security 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).

6.9.1 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.

The Director of Information Systems & IT and the Chief Information Security Officer (CISO) are responsible for defining the security strategy. The Information Security Steering Committee provides governance and guidance on matters concerning the protection of company data and privacy. During 2025 and through October 2026, the publication date of this report, RAD recorded no violations of its Information Security Policies and Procedures.



6.9.2 Practices and Procedures

In addition to designing products and services that minimize data processing, 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).

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).

6.9.3 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). 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. 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.

6.9.4 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.

6.9.5 Responsible Use of AI Tools

In 2026, RAD introduced a new internal AI Policy to ensure the secure, safe, and responsible use of AI tools across the organization. The policy sets clear guidelines for employees on appropriate AI tool usage, addressing data protection, information security, and ethical considerations, and complements RAD's existing Information Security and Data Protection frameworks. This ensures that the growing use of AI technologies at RAD is governed by the same standards of confidentiality, integrity, and accountability applied across all company systems and data.



For full details, the Website Privacy Policy is available on our website at www.rad.com.



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. Our Community Investment Pillars

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

1. **Empowering 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.

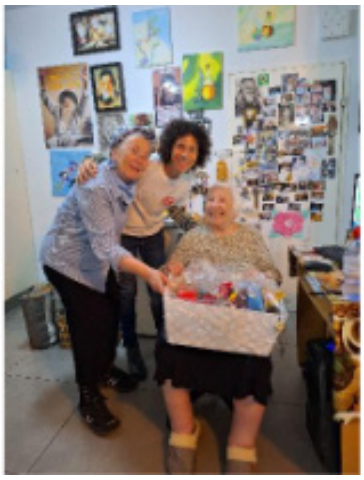
In 2025 and 2026, RAD's local teams were actively involved in community projects, including efforts to assist displaced persons, following the October 7th attacks. Through donation collections, we contributed funds to Matan – Donors for the Community Association, supporting evacuees who lost their homes 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.

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.





“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

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 addition, RAD works in collaboration with the Beit Yaakov network to employ young women with disabilities through its vocational support program. Beit Yaakov is a large educational network that also includes special education programs. Through its dedicated support department, which operates in collaboration with the Ministry of Welfare, the network prepares young women on the autism spectrum and those with various disabilities for employment. The program provides job coaching and hands-on training, enabling participants to gain meaningful work experience in a supportive workplace environment.

Volunteering Initiatives

RAD also partners with Beit Malikson, an ILAN facility dedicated to ensuring employment continuity for people with disabilities. As part of this collaboration, our employees volunteered at Beit Malikson, working shoulder-to-shoulder with the facility’s employees. The work carried out at Beit Malikson is as diverse as the people who perform it, including:

- Picking and packing customized kits per customer request
- Assembling components for LED billboard screens
- Cutting electrical wires, drilling, and bending metal
- Operating a second-hand clothing store
- Distributing packages



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.

Donation Initiatives

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.

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 supports the advancement of women in the workforce. We enrich our employees with inspiring lectures and content on this topic, and actively incorporate gender diversity into our hiring and employee support practices.

30%

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 and the Beit Yaakov network, we actively integrate employees with disabilities into the company.

About this Report

General

This is RAD's second 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 Guiding Principles on Business and Human Rights, the UN Global Compact and the 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.

With the exception of RAD's Scope 1 and Scope 2 emissions and nine Scope 3 categories, which were externally verified by a certified third-party verifier, 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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