



---

# ESG REPORT 2022



# TABLE OF CONTENTS

<a href="#">A Message from our CEO</a>	3	<a href="#">Cyber Security</a>	26
<a href="#">About this Report</a>	4	<a href="#">Data Privacy</a>	27
<a href="#">Forward-Looking Statements</a>	5	<a href="#">Value to the Environment</a>	28
<a href="#">Our Company</a>	6	<a href="#">Water Management</a>	29
<a href="#">Who We Are</a>	7	<a href="#">Energy Consumption &amp; Gas Emissions</a>	30
<a href="#">Timeline Journey</a>	8	<a href="#">Waste Treatment &amp; Recycling</a>	31
<a href="#">Our Leadership Team</a>	9	<a href="#">Future Sustainability Plans</a>	33
<a href="#">Products, Solutions &amp; Customers</a>	10-11	<a href="#">Governance</a>	34
<a href="#">Approach to Sustainability</a>	12-13	<a href="#">Our Board of Directors</a>	35-39
<a href="#">Our People</a>	14	<a href="#">Sustainability Management</a>	40
<a href="#">Diversity, Equity &amp; Inclusion</a>	15-17	<a href="#">Risk Management &amp; Audit</a>	41
<a href="#">Human Rights &amp; Labor Relations</a>	18	<a href="#">Corporate Compliance</a>	42-43
<a href="#">Training &amp; Development</a>	19	<a href="#">Compensation Policy</a>	44
<a href="#">Health &amp; Safety</a>	20-23	<a href="#">Appendix</a>	45
<a href="#">Community Engagement &amp; Support</a>	24	<a href="#">GRI Disclosure Index</a>	46
<a href="#">Data Security</a>	25-27	<a href="#">SASB Disclosure Index</a>	47
		<a href="#">About Ceragon Networks</a>	48



# A MESSAGE FROM OUR CEO



At Ceragon, we believe that true leadership extends beyond the realm of technology and innovation. We understand the profound impact our actions have on our stakeholders and the world around us, and that's why we have made environmental, social, and governance (ESG) responsibility a cornerstone of our business strategy, integrating it into the very fabric of our operations. We have set ambitious goals for reducing our environmental footprint, promoting diversity and inclusion, and upholding the highest standards of corporate governance.

We believe that our ESG efforts are not only good for the environment and society, but also for our business. By investing in sustainability, we are creating a more resilient and competitive company for the long term.

But this is just the beginning. As we embark on this transformative journey, we actively engage with stakeholders, listening to their concerns and incorporating their feedback into our decision-making processes. We collaborate with like-minded organizations, sharing knowledge and best practices to maximize our collective impact. And most importantly, we hold ourselves accountable, measuring our progress against clearly defined metrics and continuously striving for improvement.

We are very proud of the progress we have made in recent years to integrate ESG considerations into all aspects of our operations and are excited to publish our very first ESG Report.

This journey is not merely a business imperative. It's about leaving a legacy that transcends financial gain, a legacy that inspires future generations to embrace responsibility and strive for a better tomorrow. It's about being the change we wish to see in the world, using the power of technology as a force for positive change.

We recognize that the challenges we face are complex and multifaceted, and that there will always be room for progress. But we are confident that by working together, with unwavering dedication and a shared vision, we can create a more sustainable, equitable, and prosperous future for all.

Sincerely,  
**Doron Arazi,**  
 CEO, Ceragon Networks



# ABOUT THIS REPORT

We are pleased to present Ceragon Networks Ltd.'s ("We", "Ceragon" or the "Company") first annual Environmental, Social, and Governance (ESG) report, which describes our ESG efforts and performance for our fiscal year 2022 from January 1, 2022, to December 31, 2022, and includes all of the Company's operations worldwide, unless otherwise noted.

We have also incorporated select examples of our ESG efforts to date in 2023. Non-financial information is subject to measurement uncertainties resulting from limitations inherent due to the nature and the methods used for determining such data.

Some of our disclosures in this report are based on assumptions due to these inherent measurement uncertainties. The selection of different (yet acceptable) measurement techniques can result in materially different findings and precision.

Environmental, Social, and Corporate Governance aspects in Ceragon have been embedded in our daily business operations through our policies, procedures and ISO Certifications (9001, 14001, and 45001, 27001). Our Board of directors, management and employees have implemented ESG initiatives in their respective areas of responsibility.



# FORWARD LOOKING STATEMENT



This report contains statements based on our current assumptions and expectations about our future performance, including statements regarding our ESG goals, commitments, programs and other business plans, initiatives and objectives.

exposed to changes in circumstances, and rely on assumptions that are difficult to predict and are often beyond our control. Therefore, these potential changes may lead to material variations from predictions and assessments found in this report.

that may be subsequently filed by Ceragon from time to time with the US Securities and Exchange Commission.

These forward-looking statements are based on information currently available to us and on management’s beliefs, assumptions, estimates, or projections and are not guarantees of future events or results.

Additional factors that may impact these forward-looking statements include, but not limited to, the factors described in the Company’s 2022 Annual Report on Form 20-F, as published on May 1, 2023 and filed with the US Securities and Exchange Commission (the “2022 Annual Report”)\*, especially the Risk Factors section, as well as other documents

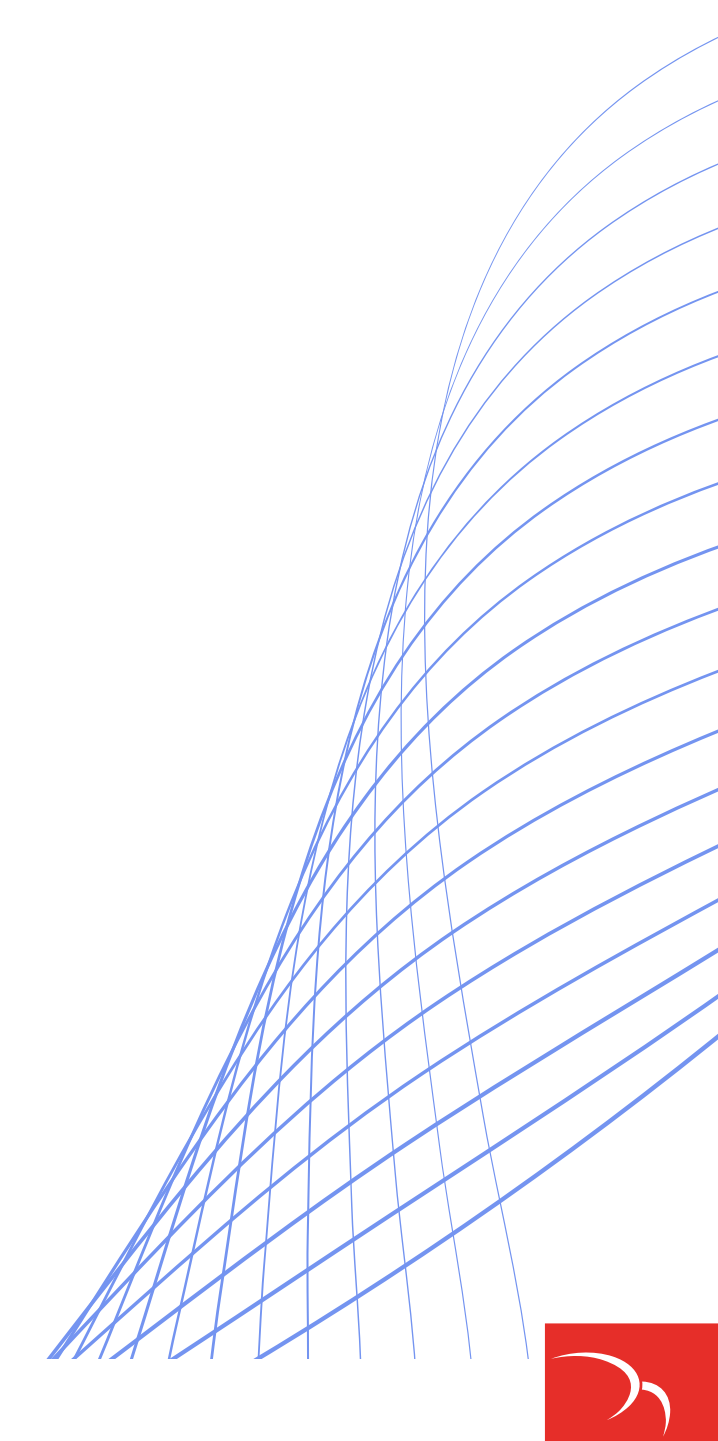
Ceragon’s public filings are available on the US Securities and Exchange Commission’s website at [www.sec.gov](http://www.sec.gov) and may also be obtained from Ceragon’s website at [www.ceragon.com](http://www.ceragon.com).

All forward-looking statements are made as of today (unless an earlier date is specified), and we assume no obligation to update such statements, whether as a result of new information, future events, or otherwise.

By their nature, these forward-looking statements involve risks and uncertainties,

\* For 2022 Annual Report see the Company’s 20-F published on May 1, 2023 on the Edgar.

[READ MORE](#)



# OUR COMPANY





# WHO ARE WE?

---

Ceragon Networks Ltd. (NASDAQ: CRNT) is a global company with significant subsidiaries in the USA and India. Ceragon is the global innovator and leading solutions provider of 5G wireless transport. We help operators and other service providers worldwide increase operational efficiency and enhance end customers' quality of experience with innovative wireless backhaul and fronthaul solutions.

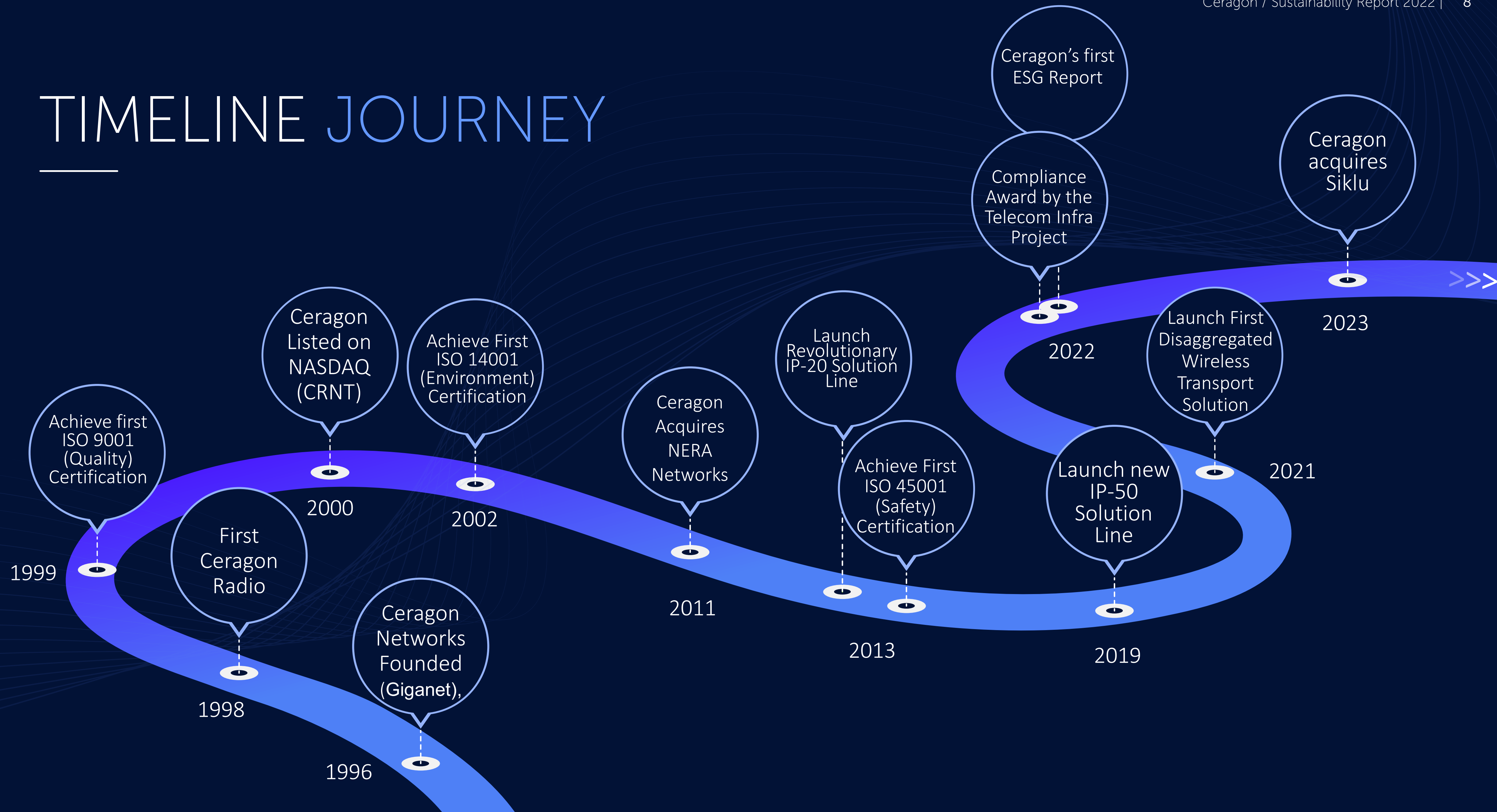
Ceragon's unique multicore technology and disaggregated approach to wireless transport provides highly reliable, fast to deploy, high-capacity wireless transport for 5G and 4G

networks with minimal use of spectrum, power, real estate, and labor resources. It enables increased productivity, as well as simple and quick network modernization, positioning Ceragon as a leading solutions provider for the 5G era.

We deliver a complete portfolio of turnkey end-to-end AI-based managed and professional services that ensure efficient network rollout and optimization to achieve the highest value for our customers. Our solutions are deployed by more than 600 service providers, as well as more than 1,600 private networks, in more than 130 countries.



# TIMELINE JOURNEY





# OUR LEADERSHIP TEAM



Doron Arazi  
Chief Executive Officer



Ronen Stein  
Chief Financial Officer



Oz Zimmerman  
Chief Marketing Officer & EVP Corp Dev



Alon Klomek  
Chief Revenue Officer



Dima Friedman  
Chief Operating Officer



Michal Goldstein  
Chief People Officer



Ulik Broida  
Chief Product Officer



Hadar Vismunski-Weinberg  
Chief Legal Officer



Mario Querner  
President, EMEA



Ram Prakash Tripathi  
President, APAC & India



Carlos Alvarez  
President, Latin America



Ronen Rotstein  
President, North America



# PRODUCTS, SOLUTIONS & CUSTOMERS

## CERAGON'S SERVICES

We offer a variety of comprehensive, turnkey professional services in order to deliver the most efficient network solutions for our customers during the entire life cycle of their project. Whether our customers are planning a network expansion/upgrade, setting up a new network, or managing an existing network, our professional services experts will allow them to meet their goals within their budget, while ensuring the best experience for their end-customers.

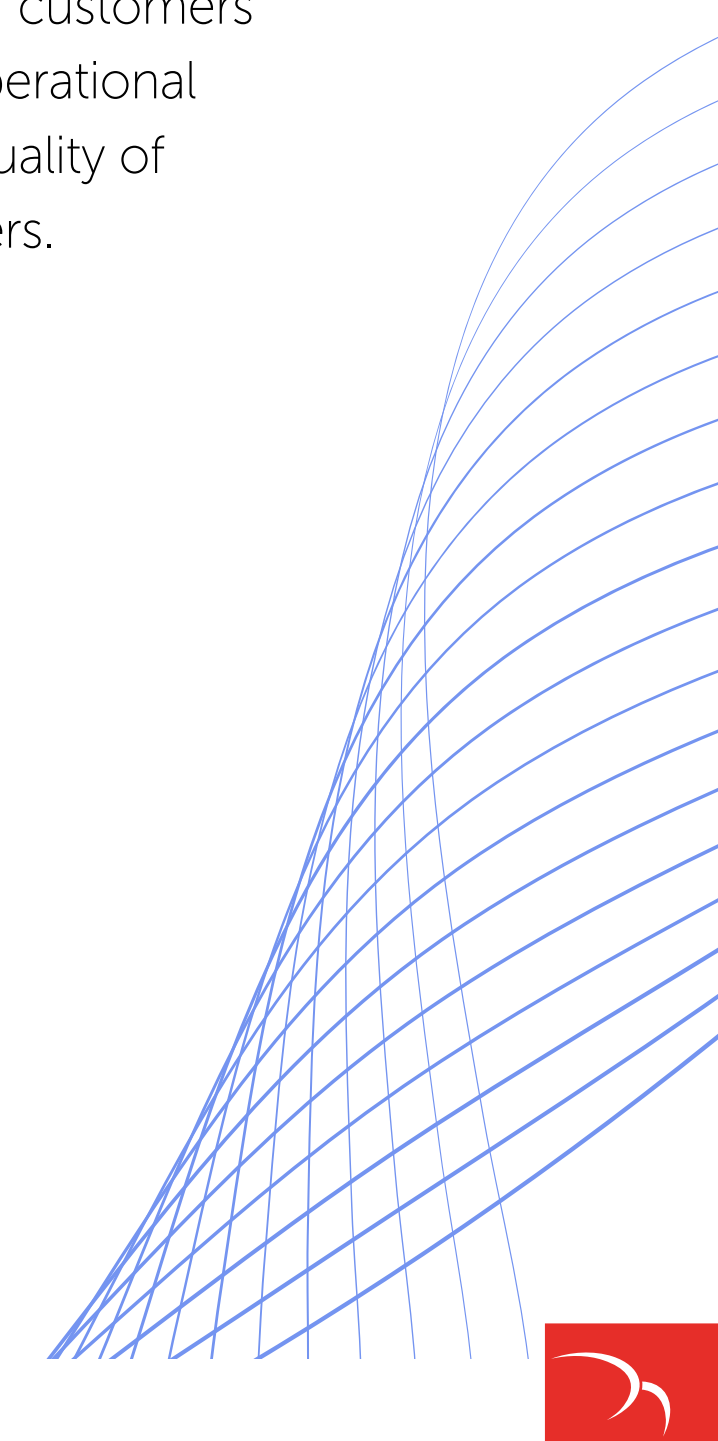
Our services include advanced network and radio planning, site survey, solutions development, network rollout, maintenance, wireless transport network audit and optimization, and training. To enable the delivery of such turn-key solutions to our customers, in addition to providing roll-out services, we have partnered with other third-party providers of technologies complementary to our own. Our offering includes technologies such as: Unlicensed Point-to-Point, Private Networks, licensed/unlicensed Point-to-Multipoint, IP/MPLS Internet, SW and/or white boxes and others. This allows us to better cover our customers' end-to-end needs and increases the level of stickiness with these customers.

## CERAGON'S TECHNOLOGY

We are the leading wireless transport specialist company in terms of unit shipments and global distribution of our business, providing innovative high-capacity wireless connectivity solutions to global markets across various industries.

Ceragon's unique wireless transport technologies provide a highly reliable, high-capacity wireless backhaul with minimal use of spectrum maximize spectrum efficiency, power and other resources. It enables increased productivity, as well as simple and quick network modernization. At the heart of

our solutions is our unique multicore chipset, specifically designed for advanced wireless backhaul operations to allow our customers to continuously increase their operational efficiency and provide a better quality of experience to their end-customers.



## CERAGON'S CUSTOMERS

Ceragon has a global portfolio of customers that includes service providers, public safety organizations, government agencies and utility companies, that use the Company's solutions to deliver 5G and 4G broadband wireless connectivity, mission-critical multimedia services, stabilized communications, and other applications at high reliability and speed.

We provide wireless transport solutions and services that enable cellular operators, other service providers and private networks to build new networks and evolve networks towards 4G and 5G services.

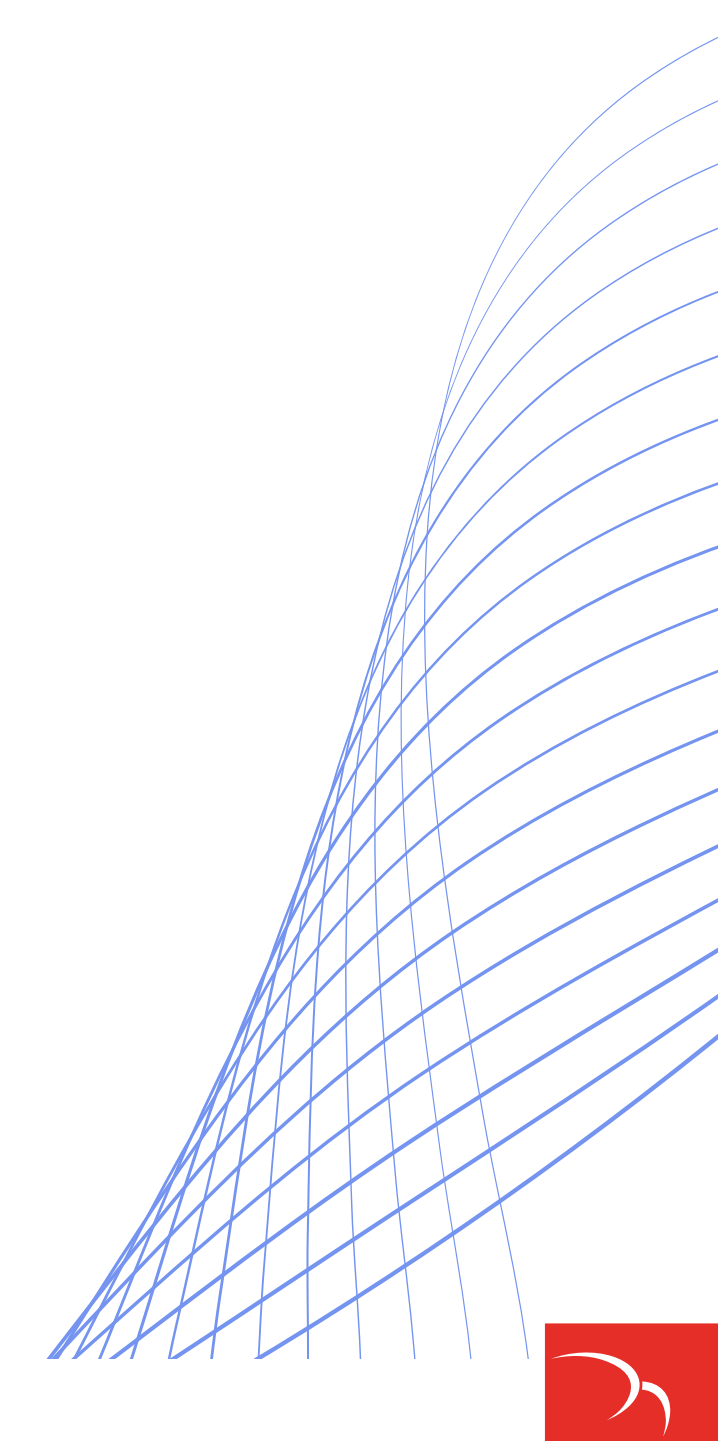
## HOW OPERATORS CAN HELP CURB GLOBAL WARMING

Mobile operators carry a big responsibility on their shoulders. 5G not only provides the fun and efficiency of a superior digital experience, but also plays a key role in slowing down global warming. Telcos and the mobile industry have the "enablement effect", facilitating a reduction of greenhouse gas (GHG) emissions across industries. At the same time, operators need to roll out 5G networks quickly while adopting green standards all along the supply chain to disrupt the rising energy curve. Wireless backhaul is taking on an even bigger role in 5G and can help reduce CO2 emissions significantly. In addition, Ceragon is reducing energy consumption (products and services) through the use of the latest, most advanced energy-saving technologies.

## TELCOS - THE GREEN SUPERHEROES

Mobile operators contribute to the "enablement effect" - a multiplier effect that empowers other industries to reduce GHG emissions via mobile communications technology.

The use of 5G - which provides better connectivity - translates into efficiency and boosts productivity for many industrial and business processes including in our private spheres.



# — APPROACH TO SUSTAINABILITY



# APPROACH TO SUSTAINABILITY

Environmental targets and objectives are sustainability goals that Ceragon aims to accomplish in the future. Objectives are general goals and intentions while targets are specific and measurable outcomes. Ceragon has set both goals and targets as specified below

## CLEAN ENERGY

Ceragon will work towards reduction in greenhouse gas (GHG) emissions to set an effective goal. To advance climate resilience - Ceragon will continue establishing more efficient waste management and recycling procedures.

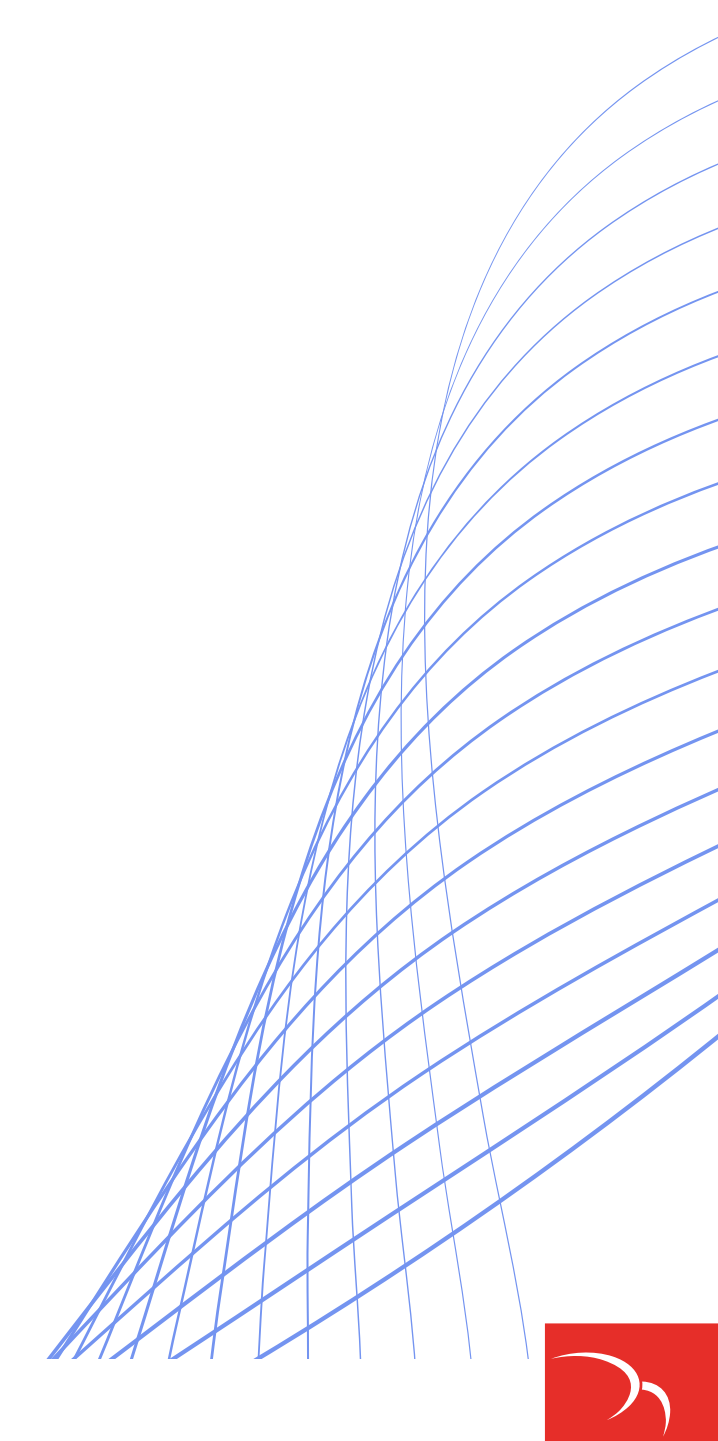
## SUSTAINABILITY THROUGH PRODUCT INNOVATION

Ceragon is committed to create sustainable environmental impact on the world through minimizing the effects of its own operations. The Company recognizes that strong environmental performance is essential to the Company's success and continued growth.

Ceragon is working to minimize its environmental footprint by integrating world-class environmental management sustainable parameters into the Company activities and design, construction, operation and decommissioning of our facilities.

## THE INTERNATIONAL ORGANIZATION FOR STANDARDIZATION (ISO) 14001

The ISO standard is designed to promote and guide an environmental management approach which is both effective and comprehensive. ISO 14001 specifies the requirements for an environmental management system that an organization can use to enhance its environmental performance. By completing ISO 14001 certification, Ceragon can assure stakeholders their environmental management system meets international industry-specific environmental objectives.





—  
OUR  
PEOPLE



# DIVERSITY, EQUITY & INCLUSION

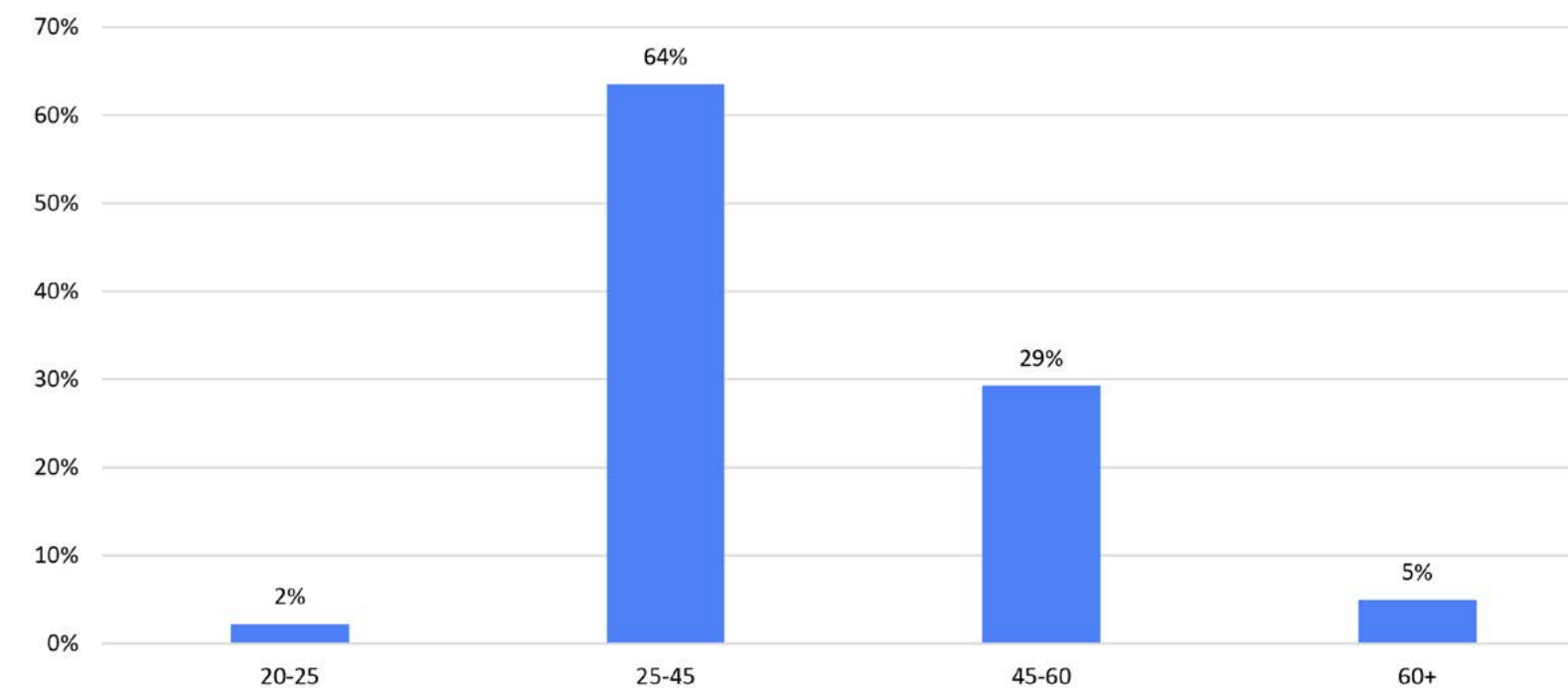
## POLICIES & COMMUNICATION

Ceragon is committed to maintaining a culture of diversity, equity, and inclusion (DEI). The Company has implemented an internal anti-discrimination policy that applies to all individuals within the Company, including employees and executives. Our policy strictly prohibits any form of discriminatory behavior based on factors such as race, religion, age, social status, family origin, nationality, ethnicity, gender, sexual orientation, gender identity, as well as physical or mental disabilities.

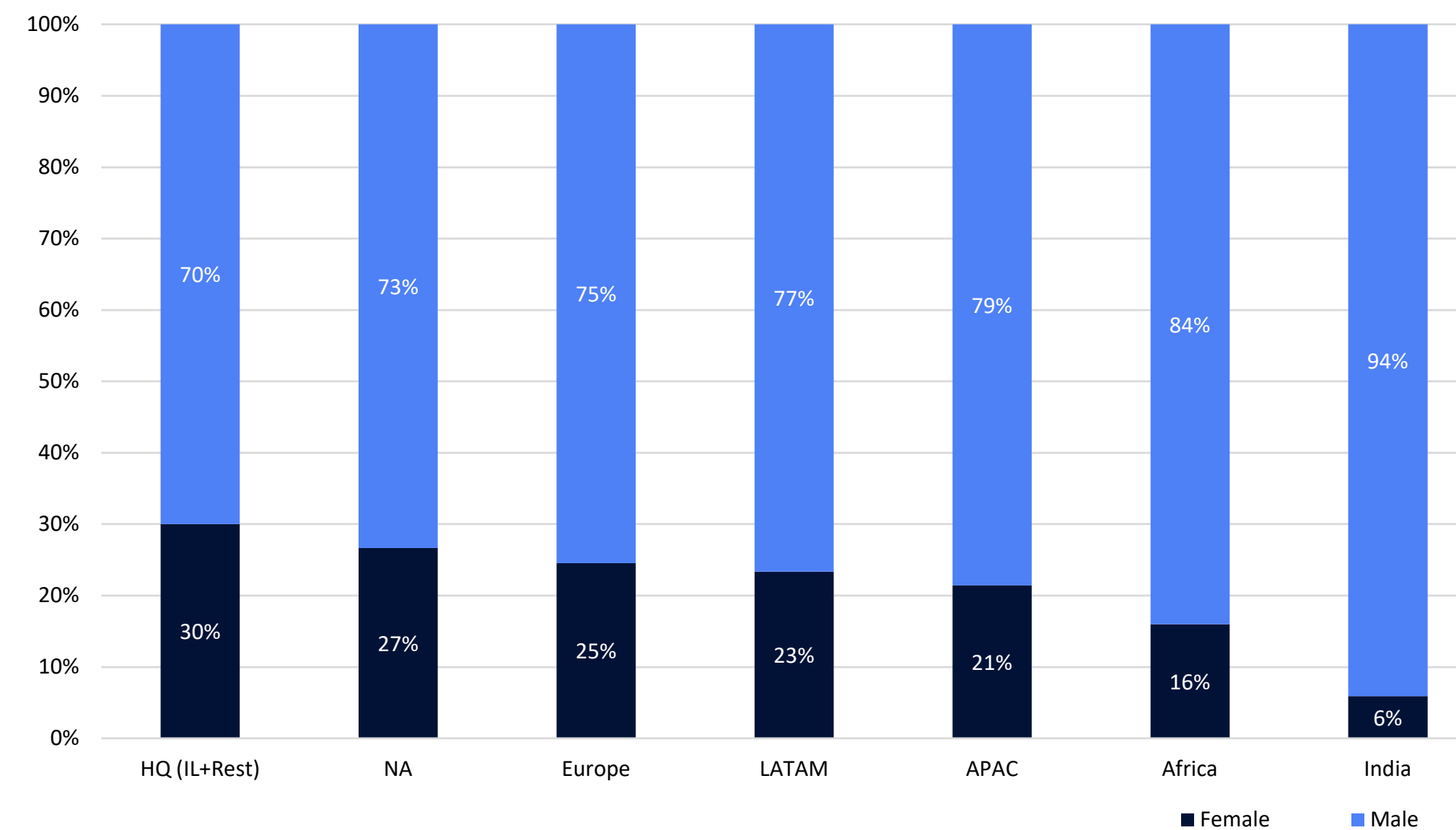
Additionally, Ceragon has implemented a set of procedures aimed to prevent sexual harassment at the workplace. As of 2022, there have been no reported incidents of harassment or discrimination.

Below are charts outlining the composition of Ceragon's employees (gender & age):

Age groups 2022



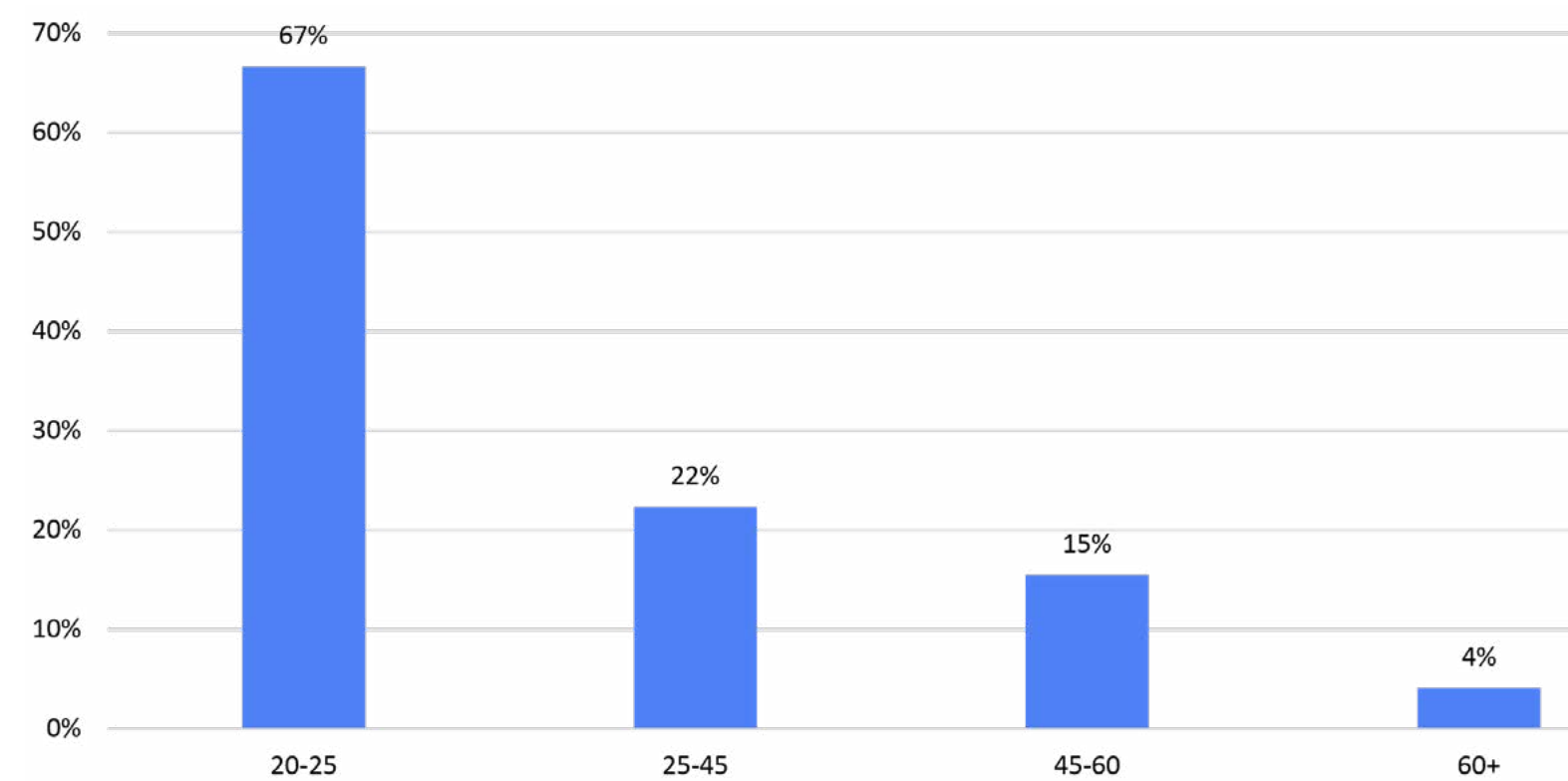
Employees 2022



## REPORTING PROCESS

A "Whistleblower" policy exists for employees', officers', directors' and consultants' Complaints and is also available for subcontractors and suppliers. There is a reporting channel also in Ceragon's Portal. Complaints can be submitted anonymously or by name to the compliance officer and/or the Chairman of the Corporate Audit Committee and/or the relevant management team member and handled accordingly by the Company.

Employees recruitment 2022

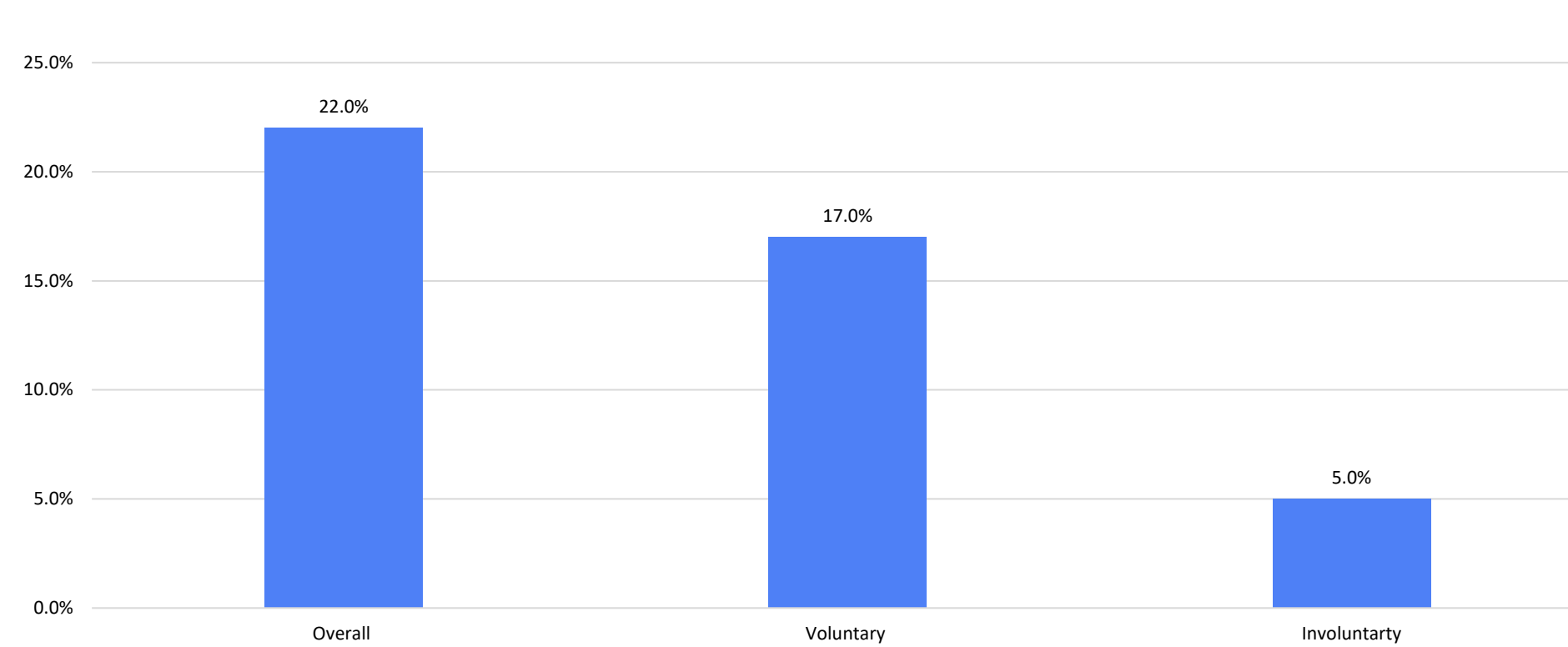


## NEW PEOPLE & PEOPLE TURNOVER

The Company's talent acquisition procedures, which include hiring people across a wide range of backgrounds and age groups, allow the Company to take on new innovative and diverse ideas while allowing for additional growth opportunities.

Our Company derives strength from its diversity, when we acknowledge and champion the unique strengths and talents of each individual regardless of their race, age, religion, gender, sexual orientation, and disability status.

Employee turnover – 2022





## FUTURE FOCUSED

As we move forward with our diversity and inclusion journey, we strive to follow these steps:

Enhance the adequate representation of women at all levels of the organization, from junior management to key positions

Recruit people of diverse age ranges

Manage unconscious bias correctly and ensure equal employment and career opportunities regardless of age, nationality, gender, sexual orientation, or gender identity, physical or mental disabilities.





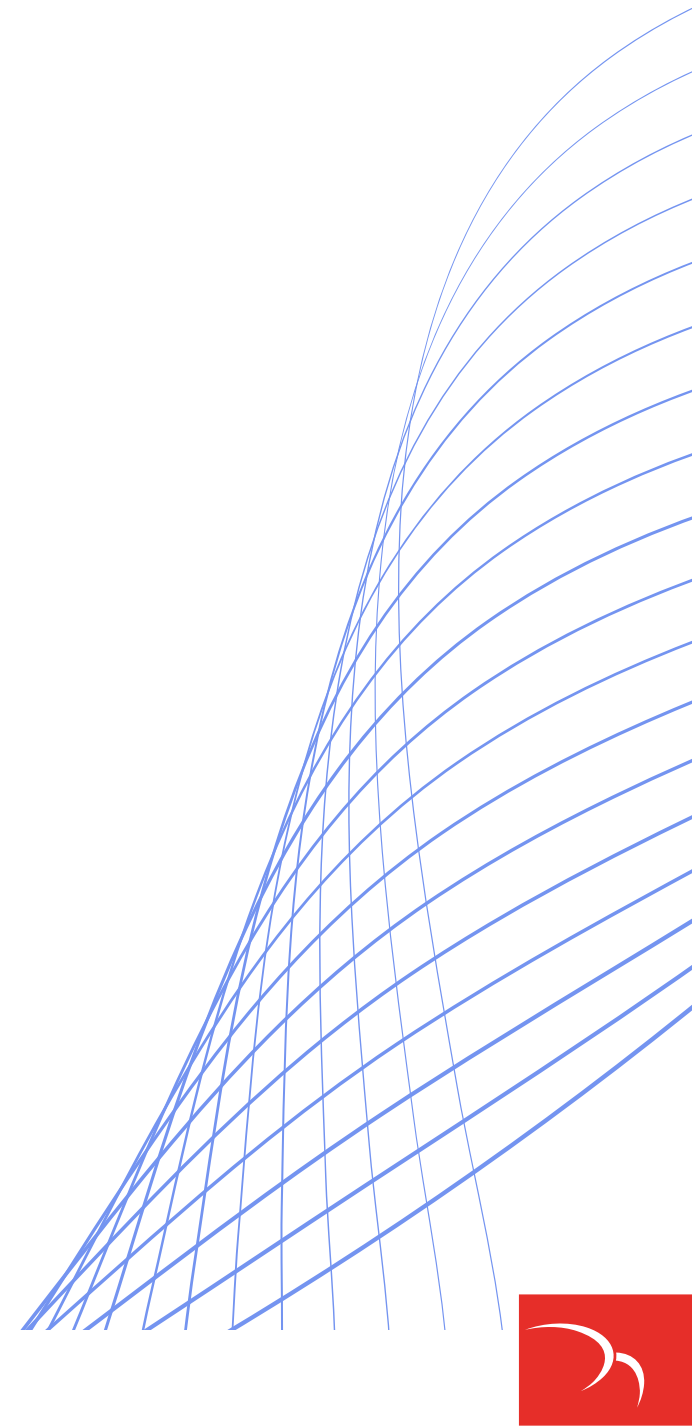
# HUMAN RIGHTS & LABOR RELATIONS

Ceragon is dedicated to upholding human rights and promoting fair labor standards within its own organization and throughout its supply chain. Ceragon acknowledges the challenges and complexities of operating in global regions where the risks of human rights violations are elevated. The Company places the highest priority on respecting human rights and strictly complies with all applicable laws and regulations related to this matter worldwide.

Ceragon does not employ minors and mandates that its subcontractors and suppliers comply with local labor laws and regulations as part of their engagement contracts.

There have been no known violations of human rights within the organization, but Ceragon expects all Company members and suppliers to remain vigilant.

Ceragon aims to maintain and enhance its Business Conduct Standards in the future by incorporating a comprehensive ban on forced labor and child labor, which will apply to both the Company and its supply chains.



# TRAINING & DEVELOPMENT

---

Ceragon places great value on its people as a key resource, and as such, has made significant investments in improving work environments to maximize the capabilities of its people and organization.

The Company is committed to fostering its people’s professional growth through continuous skill-building and development that aligns with the dynamic changes taking place across the business. As evidence of this commitment, Ceragon invested above \$120,000 in learning and development initiatives for its people in 2022.

We remain committed to fostering a positive organizational culture and climate that nurtures a workforce of enthusiastic, ambitious, and resilient individuals, capable of undertaking initiatives beyond the organization’s scope.

The training programs include the following:

## PROFESSIONAL

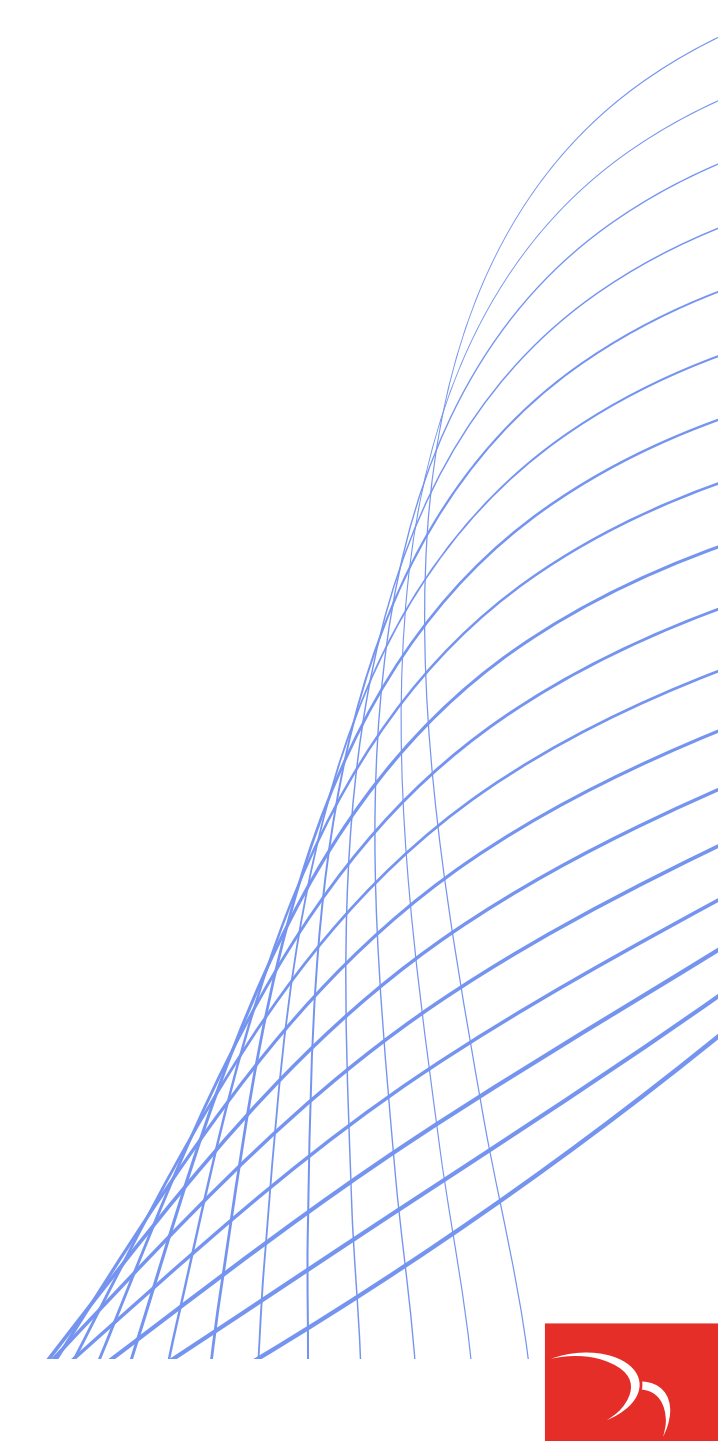
The provision of courses, training sessions, and opportunities to participate in conferences, both domestically and abroad.

## INTERNAL

Training sessions were conducted for people covering a wide range of internal compliance areas, including information security, safety protocols, code of conduct, harassment policies, general skills (such as Excel and presentation skills) and other related topics.

## ORIENTATION

At the Israel site, as an integral aspect of the Company’s new people Onboarding Program, orientation training is provided to newly hired personnel to familiarize them with the organization’s operations and processes. Additionally, preparatory training is offered to equip them with the requisite skills and knowledge for their designated role. In 2024, Ceragon plans to expand the Onboarding Program globally, so that it can be applied to all sites of the company. In 2024, Ceragon plans to expand the Onboarding Program globally, so that it can be applied to all sites of the company.





# HEALTH & SAFETY

At Ceragon, the safety of our people is a core value that we hold in the highest regard. As part of our EHS Framework, the organization has an EHS Committee with representatives from all levels and departments. The committee aims to ensure people can contribute to programs implementation at the facility and lead processes to improve people health and safety and is expected to meet frequently (approximately, eight (8) times a year).

The Company maintains an unwavering commitment to ensuring that its standards are always upheld, with the ultimate goal of achieving minimum health and safety workplace accidents of any nature. It is imperative that every member of the organization possess the necessary knowledge, skills, and understanding of their responsibility to maintain a safe work environment for all.

## WORKPLACE ACCIDENTS

	2020	2021	2022
Number of workplace accidents of company's employees and contractors' employees	2	3	2
Absence days of the company's employees due to workplace accidents	2	2	0



The Company is fully committed to adhering to all laws and regulations governing occupational health and safety. The Company complies with ISO 45001 occupational health and safety management system standards.

## WORKPLACE SAFETY

To maximize safety in our facilities, we allocate resources towards capital improvements, offer tailored safety training to our team members, and foster a culture where everyone is equipped to identify safety hazards and encouraged to report them promptly.

The identification and management of potential risks and hazards at the workplace are essential to preventing injuries. To ensure a secure working environment, Ceragon undertakes various measures, as describe:

Conducting annual examination room for safety risk assessment

Conducting weekly safety hazard surveys by safety engineers (a Gemba Walk)

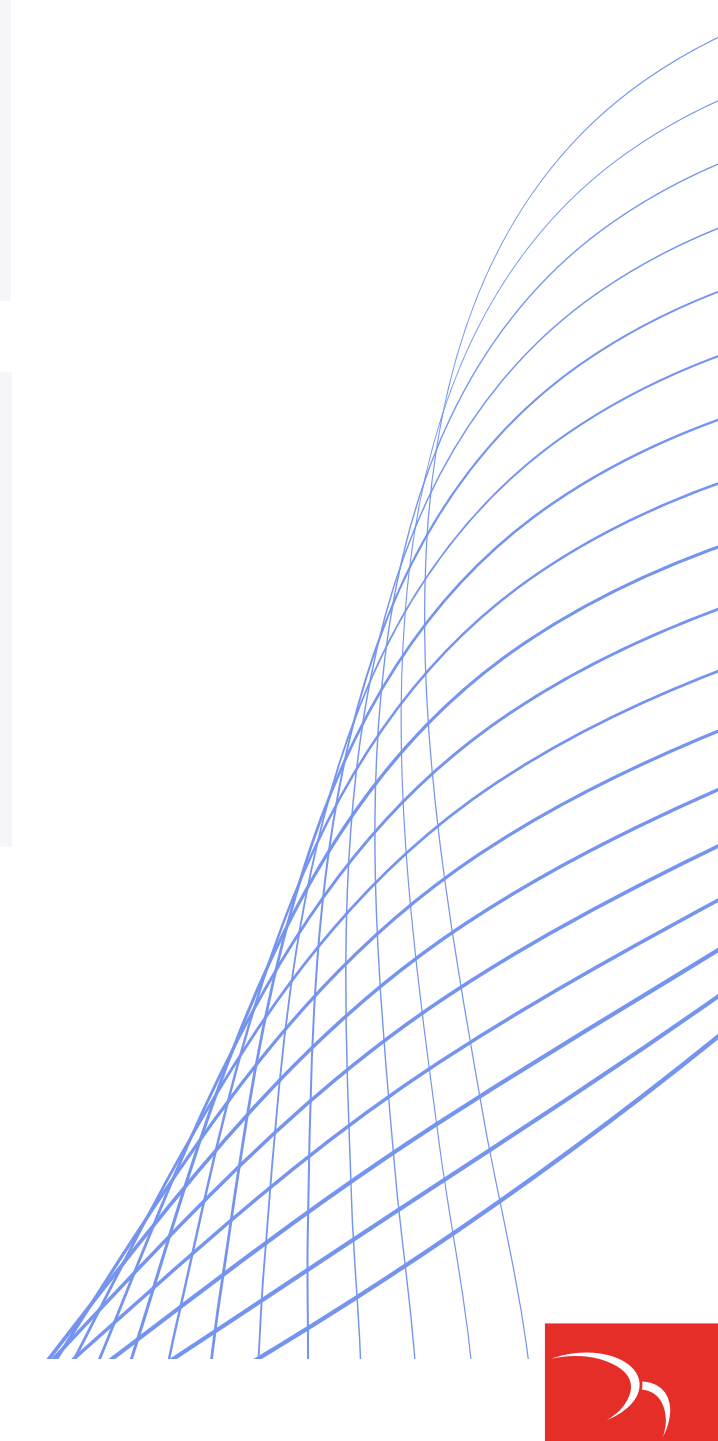
Conducting periodic examination and monitoring of radiation levels

Providing safety training to all people at all of Ceragon’s facilities. This training covers a range of topics, including first aid, defibrillator usage, firefighting drills, fire extinguisher inspections, and emergency preparedness exercises.

Providing personal protective equipment to the relevant people

The company conducts an open dialogue with its people regarding the improvement and upgrading of safety measures

As part of our supplier engagement contracts, suppliers are obligated to comply with all relevant local, national, and international health and safety standards applicable to the workplace





## PEOPLE'S HEALTH

Ceragon places a strong emphasis on promoting the mental and physical well-being of its people and aim to provide a comfortable and supportive workplace environment. To achieve this objective, Ceragon is implementing a range of health promotion activities that include:

Conducting social events

Facilities work-life balance by enabling flexible and hybrid work locations and hours

Providing health insurance for employees

Ensuring work environments are hygienic with daily cleanings and waste removal, touchless taps, and other measures to minimize the risk of contamination

Facilities are maintained to facilitate fitness classes and healthy nutrition



## PRODUCT SAFETY

Ensuring quality and safety in products, and effectively managing associated risks, is a critical responsibility for management. As part of this commitment, our Company aims to comply with the applicable laws and regulations regarding product safety and quality. We are dedicated to defining company-wide rules and standards to enhance the quality and safety of our products, as describe:

**1** The Company’s manufacturers, subcontractors, and suppliers are required to adhere to international environmental standards, which include:

ISO14001 Environmental Safety Requirements;

European safety requirement standards;

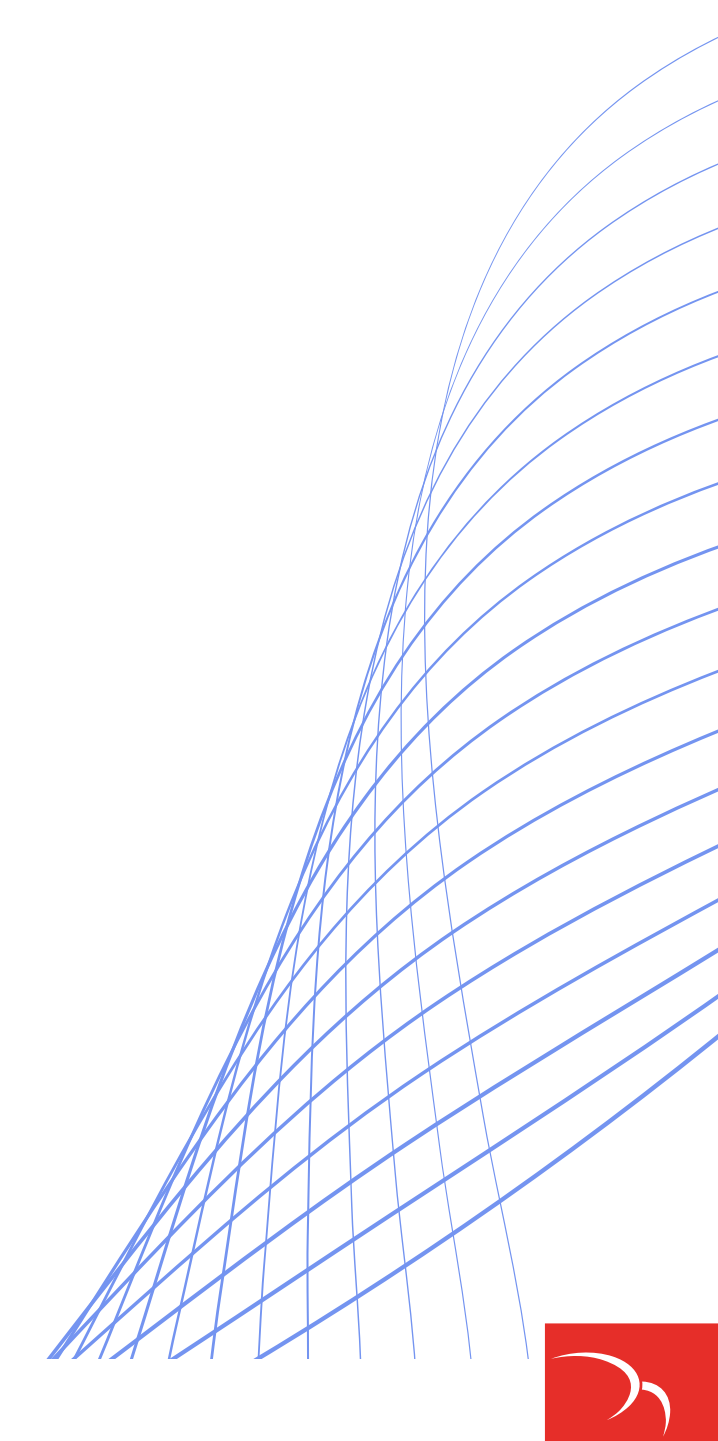
European digital radiation safety requirement standards;

The Product components are environmentally friendly and comply with Rich and Ross Standards

**2** An engineer on behalf of Ceragon conducts quarterly evaluations to assess the quality of work processes among the manufacturers and suppliers

**3** Ceragon provides a wide range of online courses and programs on its website to assist customers in gaining a better understanding of product usage

**4** Ceragon provides contact support on its website to assist with any difficulties, including dealing with safety problems



# COMMUNITY ENGAGEMENT & SUPPORT

---

Ceragon believes in protecting what is important in its communities by extending a helping hand to individuals and charitable organizations. As members of these communities, Ceragon understand the significance of supporting them in achieving their goals.

Ceragon places important emphasis on community engagement at the local level by developing meaningful and sustainable partnerships with community leaders, non-profit organizations, and educators. The Company seeks to gain a comprehensive understanding of the challenges faced by the communities it serves, target its resources and investments in areas with the greatest need, and establish effective corporate partnerships.

Ceragon's 2022 initiatives include establishing a long-term partnership with 'ELEM' NGO, which specializes in identifying and addressing the challenges faced by Israeli youth. The volunteer program will involve individual and group activities, such as facility renovation. Additionally, all volunteer hours will be counted as working hours.

In addition, we strongly believe that engaging in volunteer activities helps foster a sense of social responsibility and caring among our people. By participating in such activities, our people gain valuable insight into the issues facing both our customers and society at large. This enables our people to develop a heightened social awareness, which in turn inspires them to support businesses that are driven by a desire to address social challenges.





# DATA SECURITY

## DATA PROTECTION

Ceragon emphasizes the importance of safeguarding data and maintaining privacy as a top priority. It is essential for the Company to protect the privacy of its customers, employees, and business partners. In order to protect the privacy and security of data entrusted to the Company, we have implemented a comprehensive security and privacy policy, as outlined below:

The Information security at the Company is in accordance with ISO27001 standard

Providing secure products, systems, and services, and continuously updating its computer security system

Conducting risk identification protocol once a month. Ceragon constantly assesses threats and vulnerabilities using commercial, government, vendor, and publicly available information

Performing risk assessments to vulnerabilities and classify them based on their severity

Conducting regular meetings with information technology and security employees to address emerging threats and concerns

Annual security awareness training for employees, which includes phishing campaigns and periodic emails regarding data security updates

Conducting data security briefings with business partners to minimize information leaks and protect customer data. Ceragon provides guidance on cyber threat risks and countermeasures to prevent breaches

Ceragon has several insurance policies related to the IT sector

Ceragon also has a specialized global team that handles the investigation, resolution, and public disclosure of product security vulnerabilities. They encourage independent researchers, organizations in the industry, vendors, customers, and other concerned sources to report any security issues related to their products or network. Additionally, individuals or organizations experiencing product security issues can request support by filling out a form on the Ceragon website.



# CYBER SECURITY

---

The constantly evolving global cybersecurity threats and targeted attacks pose a risk to Ceragon's infrastructure, operations, and data. To mitigate these risks, the Company has implemented a diverse range of tools and practices to ensure the security and availability of its resources.

To ensure the protection of its information and data, Ceragon is taking the following measures:

Implementing several cyber security controls

Collaborating with external SOC/IR to protect its information and fortify its defense against cyber-attacks

Conducting a yearly cyber security assessment to evaluate organizational cybersecurity controls





# DATA PRIVACY

---

Ceragon holds a strong commitment to respecting the privacy of individuals who engage with the company, aiming to protect and manage personal information in a fair and lawful manner.

Despite the fact that collecting and processing data is not at the center of Ceragon's core business functions, the company acknowledges the necessity of collecting and processing data as part of its operations.

Ceragon has established procedures that outline how personal data should be gathered, handled, and stored to meet the company's data protection standards, comply with legal requirements, and uphold individual rights.

These procedures serve the purpose of aligning with data protection laws, adopting best practices, safeguarding the rights of staff, customers, and other relevant individuals, and fostering transparency regarding Ceragon's collection, storage, and processing of individuals' data.



# — VALUE TO THE ENVIRONMENT



# WATER MANEAGEMENT

---

Sustainable water management means using water in a way that meets current, ecological, social, and economic needs without compromising the ability of future generations to meet those same needs. Ceragon is aiming to prevent water pollution and maintaining sustainable water management. As part of this commitment, Ceragon is monitoring and reporting its annual HQ water consumption internally.

As wastewater from production sites may affect biodiversity in their respective areas Ceragon will carry out measures (including training for employees) to prevent leakage into water systems, the atmosphere, and soil.



# ENERGY CONSUMPTION & GAS EMISSIONS

Companies must strive to reduce their environmental impact. One of the most significant ways to do this is by reducing their carbon footprint, and this starts with monitoring carbon emissions. According to the leading GHG Protocol Corporate Standards, a company's greenhouse gas emissions are classified into three scopes.

Efforts are being made to make Scope 1 and 2 reporting mandatory, whereas scope 3 is voluntary of the three, it is the most difficult to monitor.

Scope 1 emissions are direct emissions from company-owned and controlled resources.

Scope 2 emissions are indirect emissions from the generation of purchased energy, from a utility provide. Scope 3 emissions are all indirect emissions - not included in scope 2 - that occur in the value chain of the reporting company, including both upstream and downstream emissions.

Like so many companies, Ceragon is working hard to reduce greenhouse gas (GhG) emissions and preparing to report its progress, by assessing energy use across our operations- including offices, factories, warehouses and fleets.

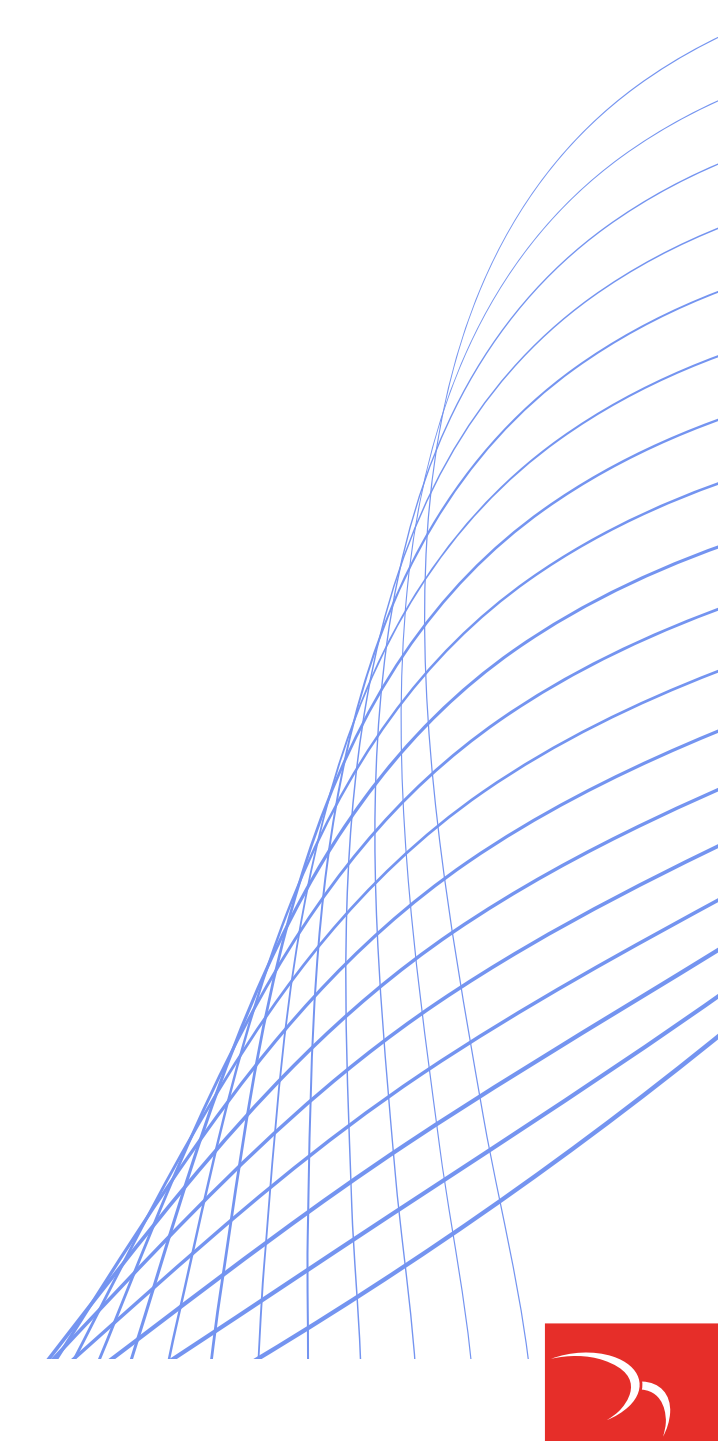
During the 2023, to limit scope 1&2 emissions (as defined above), Ceragon is taking the following measurements:

**Confirm the scope, control approach and boundaries for the GHG inventory (for scope 1&2)**

**Gather the relevant Information from the Company's data systems aligning it with estimation plan, including data quality checks**

**Convert all of the Company's activity data into GHG emissions data while consolidating scope 1&2 GHG baseline after which the Company will produce the Scope 1&2 GHG Inventory data.**

Scope 1&2 GHG inventory will then be used as an essential tool for understanding current emissions and past trends, projecting future emissions, and identifying cost-effective mitigation opportunities.



# WASTE MANAGEMENT & RECYCLING

## WASTE MANAGEMENT & RECYCLING

Ceragon is committed to managing our waste in a responsible manner that minimizes environmental impacts. Our Environment, Health and Safety (EHS) and Circular Supply Chain teams work internally across the Company and externally with partners and vendors to reduce, reuse and responsibly recycle materials.

Ceragon is reporting and measuring supply chain waste indicators throughout the production.

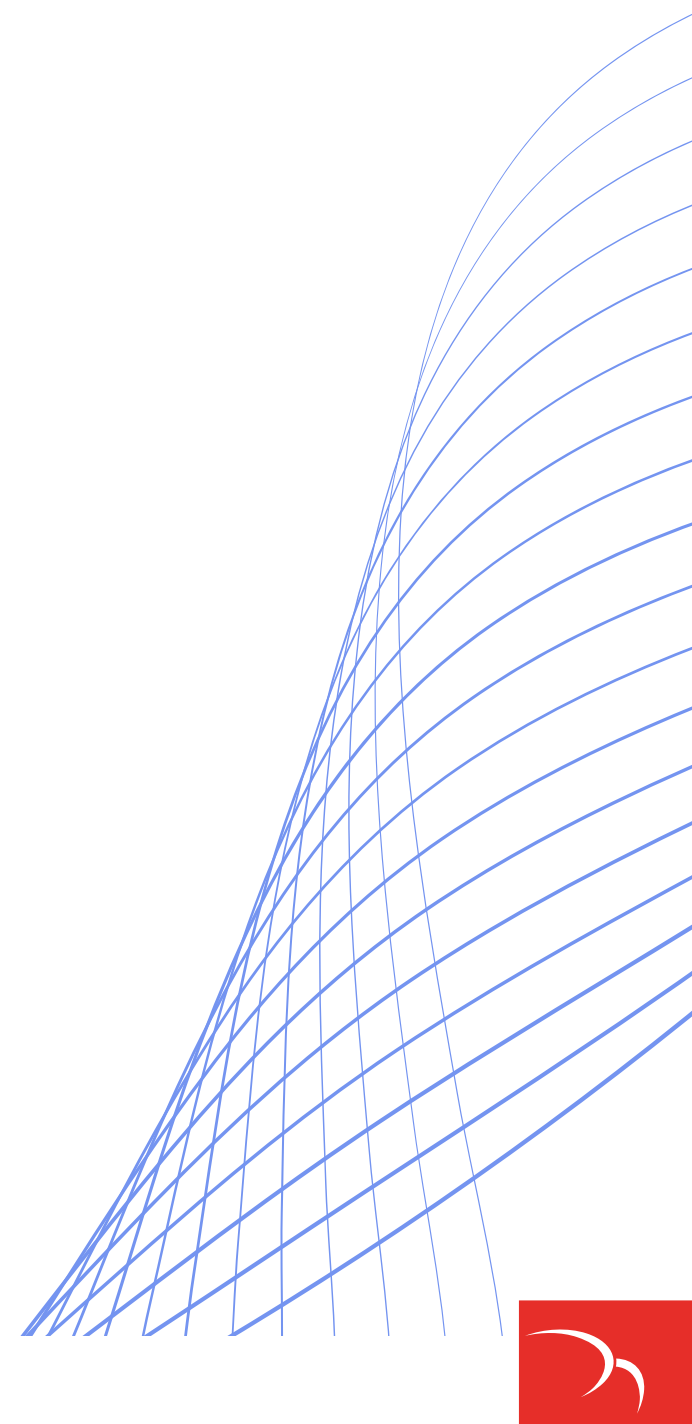
Ceragon is striving to recycle 100% of electronic waste and paper. Regarding e-waste electronic waste, the Company and its suppliers recycled 4.19 ton in 2022.

Ceragon is taking measures regarding waste management as specified:

Electronic waste data is processed by an external contractor, striving to achieve 100% recycling of electronic waste and paper

Reduction in use of plastic material in the Company's HQ and limited use of paper by encouraging use of digitized platforms

Circulating periodic questionnaires regarding potential ideas to help reduce the use of plastic materials in international facilities



## THE COMPANY TAKES THE FOLLOWING FUTURE MEASUREMENT REGARDING WASTE MANAGEMENT

Report quantities of electronic waste, solid and liquid along the production chain (supply chain)

Select product parts that will be easy to recycle and will use 100% recycled / renewable materials in packaging

Report quantities of electronic, along the supply chain

Quantify the social costs- entailed in disposal of waste streams (along the supply chain)

Set up regular on-site checks- targeting contractors/suppliers to ensure that outsourced industrial waste goes through an appropriate disposal process

Manage product end life management - entailed when equipment reaches its usable lifetime and requires recycling and processing.

## PACKAGING

In 2023 we will introduce a green packaging solution for which is a solution that specifies, among other things: No foams, reduced nylon bags, no papers, smaller package and more TCC-U solution package was implemented, which means that there are no papers (QR code added instead), reduce nylon bags and more.





# FUTURE SUSTAINABILITY PLANS

The Company has future initiatives regarding sustainability as detailed:

Establish a relevant GHG policy

Increase environmental awareness among all local employees and implement measures to increase environmental awareness among all international employees by circulating specified questionnaires

Conduct public environmental campaigns and information activities on a local and international level

Subject to the specified above, Ceragon will consider setting CO2 emissions reduction targets with the aim of steadily moving toward achievement of net zero emissions



---

# GOVERNANCE



# OUR BOARD OF DIRECTORS

Ceragon is a public company that was founded in Israel in 1996 and is listed on the NASDAQ stock exchange since September 6, 2000.

Our corporate governance structure is designed to ensure that all business operations are conducted with the highest standards of responsibility, ethics and purpose.

The Board of Directors' main responsibility is to oversee and supervise Ceragon's business and strategic activities' which is directed towards growth, profitability, innovation, success in future goals, all with a long-term perspective.

As of 2023, our Board of Directors includes the Chairman of the Board of Directors, Ilan Rosen, the Vice Chairman, Ira Palti, and 5 directors, as described

## THE BOARD OF DIRECTORS HAS FOUR COMMITTEES

Compensation

Corporate Audit

Financial Audit

Nomination



Ilan Rosen  
Chairman of the Board of Directors



Ira Palti  
Vice Chairman



Efrat Makov  
Director



Shlomo Liran  
Director



Rami Hadar  
Director



David Ripstein  
Director



Yael Shaham  
Director





**Ilan Rosen**  
Chairman of the Board of Directors

Board Member Since July 2021  
Chairman Since July 2023

Mr. Ilan Rosen currently serves as Managing Director in HarbourVest Partners LLC, a global private equity firm with more than 700 employees, that manages about \$75B worth of investments in various private equity strategies around the globe.

Mr. Rosen has been managing the activity of HarbourVest in Israel since 2003. Mr. Rosen additionally serves as a board member of the "Nazareth District Water and Sewage municipal authority LTD" since 2019.

From 1997-2012 Mr. Rosen served as Chairman of the Board of Tdsoft LTD which later merged into VocalTec, (VOCL at NASDAQ).

In the years 1996-2003 Mr. Rosen served as VP of Investments at Teledata Communications, where he was an active Chairman of various Teledata Subsidiaries,

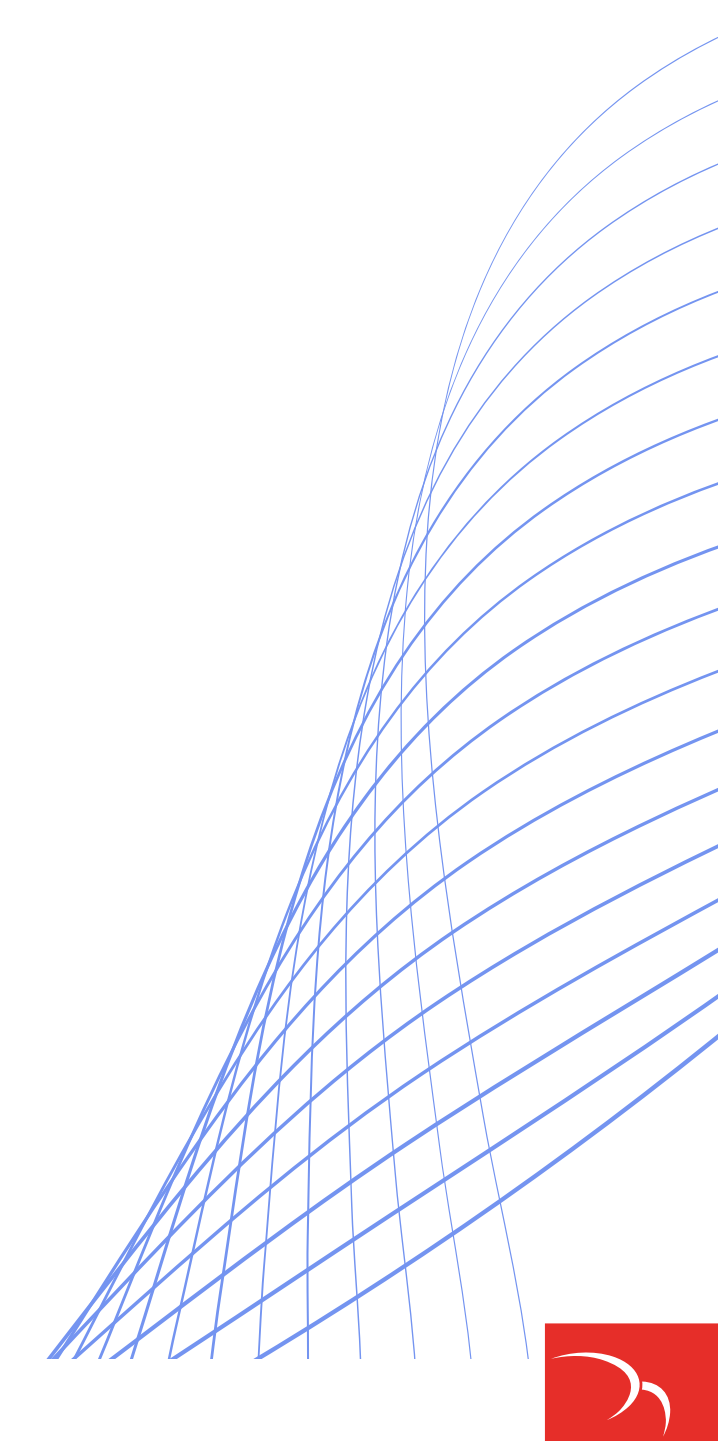
all of them high-tech communications companies (including Tdsoft).

From 1993-1996 he served as the CEO of Adsha Development Ltd., an Israeli investment company that went public in 1994 on the Tel Aviv stock exchange.

From 1989-1993 Mr. Rosen worked as a Senior Investment Manager at the Bank Hapoalim Investment Company, a private equity investment firm that was traded on the Tel Aviv Stock Exchange.

In the years 1985-1989 he worked as an economic consultant at A. Twerski Economic Consulting.

Mr. Rosen holds a BSc (cum laude) in Mechanical Engineering from Tel Aviv University in 1979 and an MBA from Tel Aviv University in 1986





**Ira Palti**  
Vice Chairman

Since June 2018

Mr. Palti served as Ceragon's President, CEO and Director from 2005 until July 2021.

From January 2003 to August 2005, he was CEO of Seabridge Ltd., a Siemens company that is a global leader in the area of broadband services and networks.

Prior to joining Seabridge, he was the COO of VocalTec Communications Ltd., responsible for sales, marketing, customer support and product development.

Among the positions Mr. Palti held before joining VocalTec was founder of Rosh Intelligent Systems, a company providing software maintenance and artificial intelligence diagnostic solutions



**Efrat Makov**  
Director

Since October 2022

Efrat Makov is currently serving as a director of Allot ltd. (NASDAQ: ALLT), iSPAC 1 Ltd. (TASE: ISPC) and B Communications Ltd. (TASE: BCOM).

Ms. Makov previously served as a director of BioLight Life Sciences Ltd. (TASE: BOLT), Kamada Ltd. (NASDAQ: KMDA) and Anchiano Therapeutics Ltd. (NASDAQ: ANCN).

Previously, she served as the CFO of Alvarion (formerly NASDAQ; TASE: ALVR), and as the CFO of Aladdin Knowledge Systems (formerly NASDAQ; TASE: ALDN).

Formerly, she served as Vice President of Finance at Check Point Software Technologies (NASDAQ: CHKP).

Earlier in her career, she spent seven years in public accounting with Arthur Andersen LLP in its New York, London and Tel Aviv offices.

Ms. Makov holds a B.A. degree in accounting and economics from Tel Aviv University and is a Certified Public Accountant in Israel and the United States





**Shlomo Liran**  
Director

Since August 2015

Mr. Shlomo Liran joined Ceragon's Board of Directors in July 2015, bringing with him over 30 years of experience in senior management positions in the telecommunication industry.

Until recently, Mr. Liran served as the Chief Executive Officer at Hadera Paper.

From 2010 to 2013, Mr. Liran served as the Chief Executive Officer of Avgol Industries 1953 Ltd.

From 2007 to 2010 Mr. Liran served as the Chief Executive Officer of Ericsson Israel.

From 2003 to 2007 Mr. Liran led the Scandinavian cellular network TRE as Chief Executive Officer in Sweden and in Denmark.

From 2000 to 2003 he led the satellite television company YES, and prior to that he led the Strauss conglomerate from 1996 to 2000.

Mr. Liran holds an engineering degree from the Technion, a Masters in systems engineering from the University of Toronto and an AMP-ISMP Diploma in business administration from Harvard



**Rami Hadar**  
Director

Since July 2021

Mr. Rami Hadar serves as a Managing Partner in Claridge Israel, an Israeli High-Tech Growth Fund, as well as serving on the board of its portfolio companies: AlgoSec, Gigaspaces, Cloudify and D-Fend.

Prior to joining Claridge Israel, from 2006 to 2014, Mr. Hadar served as CEO and board member of Allot Communications [ALLT].

Early in his career Mr. Hadar co-founded and served as the CEO of CTP Systems (micro cellular networks) until its acquisition by DSP Communications (NASDAQ: DSPC).

Mr. Hadar continued with DSPC's executive management team for two years, and subsequently the company was acquired by Intel. Thereafter, Mr. Hadar co-founded Ensemble Communications, a pioneer in the broadband wireless space and the WiMax standard, where he served as Executive Vice President, Sales and Marketing.

Following that, Mr. Hadar served as CEO of Native Networks where he was instrumental in successfully reshaping the company into a market-driven provider of MPLS based solutions to tier-1 telecoms and in orchestrating the company's ultimate acquisition by Alcatel.

He spent one year as a venture partner in JVP before joining Allot. Mr. Hadar holds a B.Sc. in Electrical Engineering from the Technion, Israel's Institute of Technology





**David Ripstein**  
Director

Since July 2021

Mr. Ripstein has served as our director since July 2021.

Mr. Ripstein has three decades of experience in senior management positions in Israel's telecommunications industry and Israel Defense Force technology and intelligence units.

Since 2017, Mr. Ripstein is serving as the President and Chief Executive Officer of GreenRoad Technologies Ltd., a global leader in fleet safety telematics.

In 2016 Mr. Ripstein served the CEO of Spotoption Technologies a fintech software provider.

From 2000-2015, Mr. Ripstein served in various positions in RADCOM, a Nasdaq-traded (RDCM) provider of service assurance solutions, first for six years as a General Manger and then for nine years as its President & Chief Executive Officer.

Prior to Radcom, Mr. Ripstein co-founded two technology startups and served for 10 years as the head of a large R&D engineering group within the Israel Defense Forces- Intelligence Unit. Mr. Ripstein holds a B.Sc. in Electrical Engineering from the Technion



**Yael Shaham**  
Director

Since September 2023

Ms. Yael Shaham has more than 25 years of experience in management and strategic leadership roles and a wealth of knowledge from across the technology and business landscape.

Yael currently serves as a Board Member at Glassbox (TASE:GLBX), where her responsibilities include the role of Chairwoman of Remuneration and Audit committees, along with membership in the Financial Statements committee, helping to shape the company's governance and overall performance.

In addition, Yael serves as a member of the Board of Advisors at Veego, a contextual intelligence provider of an app identification technology, where she is involved in the development of Product Strategy and Go-to-Market initiatives. As General Manager of the Enterprise & Learning Division at Kaltura (NASDAQ:KLTR), Ms. Shaham led multiple go-to-market teams to increase ARR while playing a key role in successfully guiding the company's IPO process. At Amdocs (NASDAQ:DOX),

Ms. Shaham served as the General Manager of the Network Division, IT & Operations Division, and Revenue Management Division. Her strategic vision and expertise contributed to revenue growth, successful M&A integrations, and a quantitative increase in the company's perceived brand value.

Ms. Shaham holds an MA in Organizational Sociology (cum laude) and BA in Computer Science and Sociology (summa cum laude), both from Bar Ilan University



# SUSTAINABILITY MANAGEMENT

---

Ceragon aims to achieve a sustainable society where everyone has the chance to reach their full potential. Our management approach entails conducting dialogues and co-creation with many different stakeholders while advancing business activities that help address issues relating to the ESG Pillars.

Moreover, Ceragon acknowledges its responsibility and opportunity to enhance the sustainability of the environment, the well-being of people and to positively influence our employees, partners and supply chain.

Ceragon aims to continuously improve its ESG performance, and therefore strives to comply with the international standards and regulations, as well as ISO standards in the sustainability and environmental management.

\* As of September 2023.

In order to achieve that, Ceragon allocates resources from the Company's annual budget to develop and promote ESG issues based on its work plan.

Ceragon's Board of Directors has more than 25% women\* and is mostly made up of independent non-executive directors, as required by both NASDAQ listing rules and Israeli Companies Law. This includes the strict requirements of Israeli and NASDAQ listing rules for independent directors. As a result, all of our board committees are also made up entirely of independent directors. The nominees to the Board of Directors are evaluated by the Nomination Committee, which is responsible for finding and recommending candidates to be appointed to the Board of Directors, including

evaluating their qualifications. When choosing candidates, the committee considers the structure of the Board of Directors, such as the members' knowledge of the Company and its industry, as well as their past contributions.

The Company will continue and enhance its collection of relevant ESG data on various environmental indicators, such as waste, water, energy and GHG emissions.

In addition, Ceragon will establish a dedicated cross-organizational work groups in the ESG sphere, to create an ESG center of knowledge to achieve better ESG performance.





# RISK MANAGEMENT & AUDIT

## RISK MANAGEMENT

Risk governance as a concept strives to gain proactive control throughout the entire company and is committed to the norms of good corporate governance.

Ceragon manages the risks as part of its risk management guidelines. Each of the Company's EVPs reports the relevant risks at the management meetings. As a corporate ordinary course of business and according to applicable laws, the management examines the Company's main risks based on a risk assessment and publishes its risk factors as part of its annual report filed with the US Securities and Exchange Commission.

Moreover, the sustainability reporting approach acts as a tool to measure Ceragon's

performance and therefore helps to mitigate any business-related risks in future. It communicates the social and environmental effects of the Company to its stakeholders and particular interest groups within society at large.

## INTERNAL & EXTERNAL AUDIT

As a public company, Ceragon operates in accordance with the requirements of the applicable laws, and based on the recommendations of the Audit Committee, the Board of Directors approves the appointment of an internal auditor for the Company.

Moreover, the Company has external independent auditors, Ernst & Young, as stated in the Company's 2022 Annual Report.



# CORPORATE COMPLIANCE

---

Ceragon has a designated business practices policy that sets general compliance standards and states its corporate compliance program.

The Company conducts its business in an honest and ethical manner.

The Company's activities and operations are carried out in compliance with the applicable laws, rules and regulations. It is the personal responsibility of each employee to adhere to the standards and restrictions imposed by those laws, rules and regulations, and in particular, those relating to disclosure, accounting and auditing matters.

The purpose of Ceragon's corporate compliance program is to assist and ensure that all people understand and adhere to the Company's high ethical and corporate governance standards.

## CODE OF ETHICS

Ceragon's success is built upon its commitment to act with the highest ethical standards and to conduct business honestly and legally.

The Company has a specific document that sets the standards of Ceragon's business conduct, which includes the Company's approach in matters such as: compliance with anti-corruption laws, conflict of interest, export controls, facilitation payments, gifts hospitality and expenses, third party risks and reporting of unethical conduct.

Furthermore, Ceragon holds a specific code of business conduct for its suppliers and agents. This code of business conduct corresponds with Ceragon's general code of ethics.

The code of ethics is being reviewed and updated periodically. Moreover, a periodical process is being conducted, to ensure the people's performance is according to the applicable standards.

## ANTI-BRIBERY

The Company makes significant efforts to ensure it complies with anti-corruption laws in the countries where it conducts business. Although Ceragon is an Israeli company, by virtue of its securities being registered with the United States Securities and Exchange Commission and being publicly traded on the NASDAQ stock exchange, Ceragon is subject to the anti-bribery provisions of the U.S. Foreign Corrupt Practices Act ("FCPA") and otherwise committed to the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.



Employees and third-party representatives working on behalf of Ceragon must comply with the FCPA, as well as all relevant local laws dealing with bribery of government officials, including laws and reforms passed by Israel and other countries to meet international standards.

## EXPORT CONTROLS

The United States and Israel are among a number of countries maintaining controls on the destinations to which products or software may be exported. Both the U.S. and Israeli regulations are complex and apply both to exports from the United States and sometimes to exports of products from other countries.

No products or software may be sold in and no business or other dealing on behalf of the Company may be done with any person, entity or property related to certain

embargoed countries. As of now these countries include countries such as Cuba, Syria, Lebanon, North Sudan, Russia, the territories occupied by Russia in Ukraine, Belarus, North Korea or Iran, including nationals thereof wherever located. The Company reserves the right to expand or contract the list of prohibited or restricted countries as appropriate at any time to comply with applicable law or otherwise.

## CONFLICT MINERALS

In order to curb violent behavior in the Democratic Republic of the Congo and/or adjoining countries (the "Covered Countries"), the U.S. Securities and Exchange Commission adopted a final rule to implement reporting and disclosure requirements related to tin, tantalum, tungsten and gold (the "Conflict Minerals") as directed by the Dodd Frank Wall Street Reform and Consumer Protection Act of 2010. The rule requires U.S. Securities

and Exchange Commission registrants to disclose whether the products they manufacture or contract to manufacture contain Conflict Minerals that are "necessary to the functionality or production" of those products.

As part of Ceragon's commitment to corporate responsibility and respecting human rights in our own operations & global supply chain, Ceragon is committed to taking all steps necessary to comply with the legislation and support responsible conflict sourcing. As a result, Ceragon has implemented a due diligence process to meet these obligations, which is based on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.



# COMPENSATION POLICY

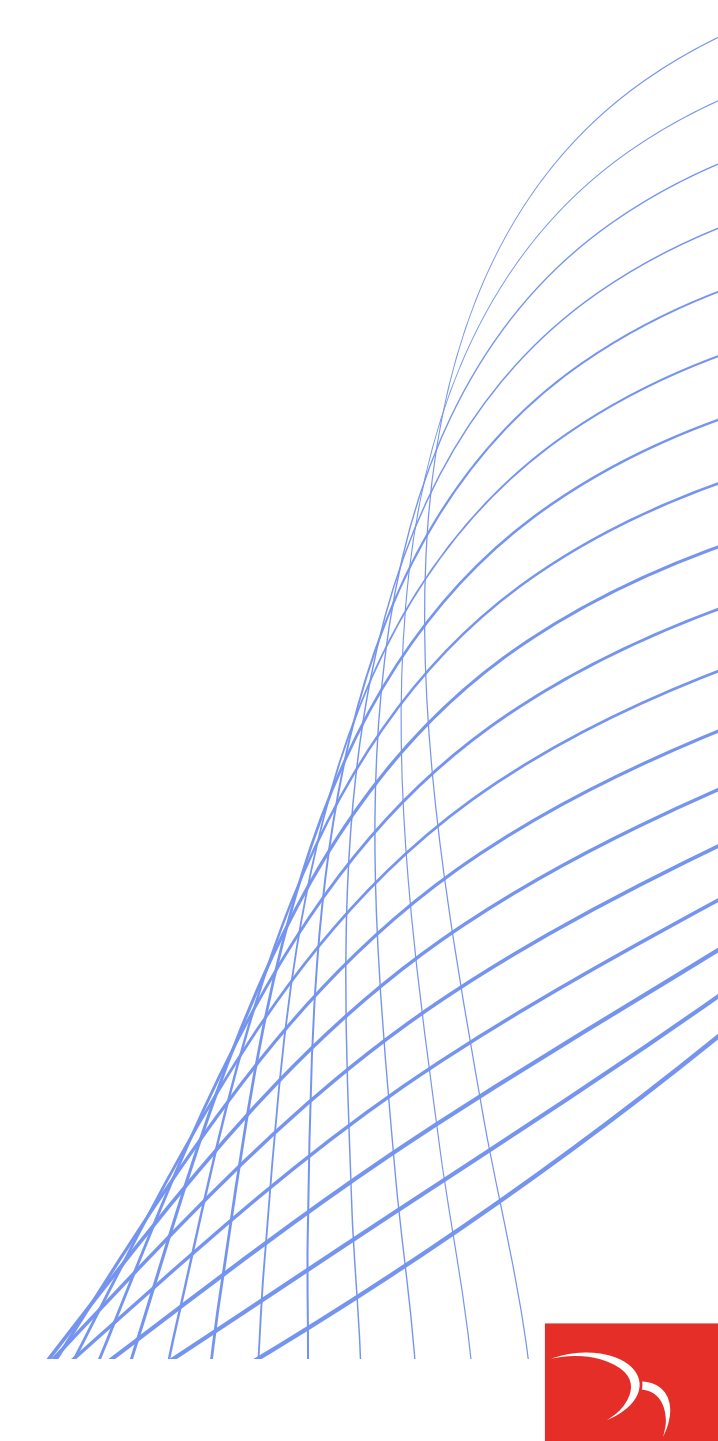
---

The compensation policy is designed to establish guidelines for compensation for the Company's officers, with the objective of reconciling the Company's interests in compensating high-performing officers, attracting and retaining top-quality talent over the long term and providing them with incentives to achieve the Company's objectives.

Our philosophy is that our officers' compensation mix shall be comprised of some or all, of the following components:

annual base salary, performance-based cash incentives and long-term equity-based compensation, all in accordance with the position and responsibilities of each officer.

The compensation policy is being reviewed and amended and re-approved by the Compensation Committee, the Board of Directors, and finally approved by the Shareholders of the Company at least once every three years, or as otherwise required by Law.



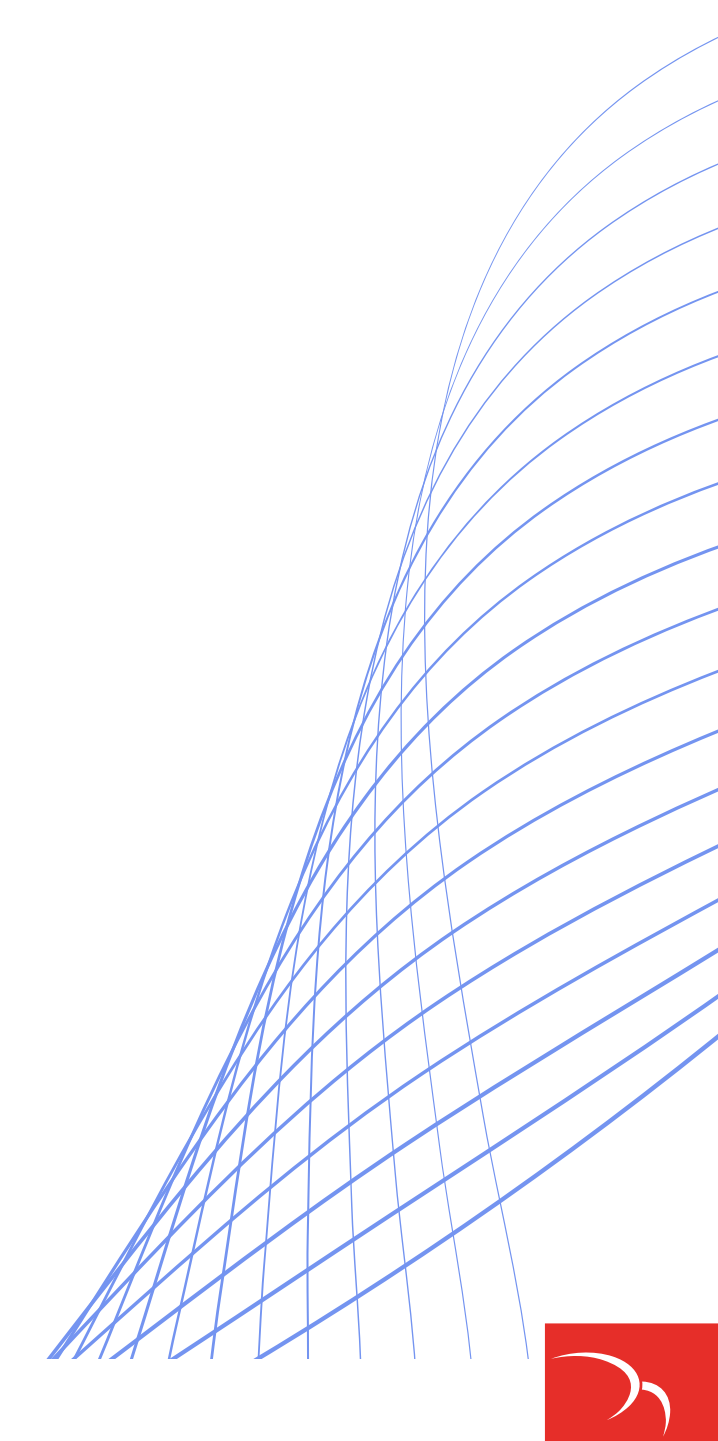
# APPENDIX



# GRI DISCLOSURE INDEX

TOPIC	GRI Disclosure	Page No.
<b>GENERAL DISCLOSURES</b>		
Organizational details	2-1	6-13
Reporting period, frequency and contact point	2-3	7-8
Statement on sustainable development strategy	2-22	8,14-15
Compliance with laws and regulations	2-27	40-42
<b>GOVERNANCE</b>		
Governance structure and composition	2-9	11 ,34-37
Role of the highest governance body in overseeing the management of impacts	2-12	34-37
Remuneration policies	2-19	42
Anti-corruption	205	41

TOPIC	GRI Disclosure	Page No.
<b>ENVIRONMENT</b>		
Energy	301	29-30
Water and Effluents	303	29
Emissions	305	29-30
Waste	306	30-31
<b>SOCIETY</b>		
Occupational Health and Safety	403	21-24
Training and Education	404	20-21
Diversity and Equal Opportunity	405	17-20
Nondiscrimination	406	17
Freedom of association and collective bargaining	407	20
Child labor	408	20
Compulsory labor	409	20
Local Communities	413	24-25
Customer privacy	418	26-27
Socioeconomic compliance	419	14-15, 38



# SASB DISCLOSURE INDEX

TOPIC	SASB Disclosure	Page No.
Environmental Footprint of Operations	TC-TL 130a.1	29-30
Data Privacy	TC-TL-220a.1	26-27
Data Security	TC-TL-230a.1	42
	TC-TL-230a.2	25-27
Product End-of life Management	TC-TL-440a.1	30-31
Managing Systemic Risks from Technology Disruptions	TC-TL-550a.2	26-27



## ABOUT CERAGON NETWORKS

---

Ceragon Networks Ltd. (NASDAQ: CRNT) is the global innovator and leading solutions provider of 5G wireless transport. We help operators and other service providers worldwide increase operational efficiency and enhance end customers' quality of experience with innovative wireless backhaul and fronthaul solutions. Our customers include service providers, public safety organizations, government agencies, and utility companies, which use our solutions to deliver 5G & 4G broadband wireless connectivity, mission-critical multimedia services, stabilized communications, and other applications at high reliability and speed.

Ceragon's unique multicore technology and disaggregated approach to wireless transport provides highly reliable, fast-to-deploy, high-capacity wireless transport for 5G and 4G networks with minimal use of spectrum, power, real estate, and labor resources. It enables increased productivity, as well as simple and quick network modernization, positioning Ceragon as a leading solutions provider for the 5G era. We deliver a complete portfolio of turnkey end-to-end AI-based managed and professional services that ensure efficient network rollout and optimization to achieve the highest value for our customers. Our solutions are deployed by more than 400 service providers, as well as over 800 private network owners, in more than 150 countries. For more information please visit: [www.ceragon.com](http://www.ceragon.com)

