



March 2024

## Cardo Systems Ltd. - ESG Mission Statement

At Cardo Systems, we are committed to integrating Environmental, Social, and Governance (ESG) principles into the core of our business operations. As a telecommunications consumer electronics company specializing in communication systems for motorcyclists, we recognize the unique responsibility we bear towards the environment, our communities, and our stakeholders. Our sustainability mission statement reflects our dedication to creating positive impact and contributing to a more sustainable future.

### Environmental Stewardship:

At Cardo Systems, we strive to minimize our environmental footprint by adopting eco-friendly practices in our product development, manufacturing processes, and supply chain management. We are committed to reducing energy consumption, waste generation, and carbon emissions, while promoting the use of sustainable materials and responsible sourcing throughout our product lifecycle.

### Social Responsibility:

We value the well-being of our employees, customers, and the broader community. Our commitment to social responsibility extends beyond our products to the people we serve and those who contribute to our success. We prioritize fair labor practices, diversity and inclusion, and the health and safety of our workforce. Additionally, we actively engage in community initiatives, supporting local causes and fostering positive relationships with the communities in which we operate.

### Governance Excellence:

Cardo Systems upholds the highest standards of corporate governance to ensure transparency, accountability, and ethical behaviour in all aspects of our business. We are committed to fostering a culture of integrity, compliance, and responsible business practices. Our governance framework emphasizes fairness in decision-making, protection of shareholder interests, and adherence to legal and regulatory requirements.

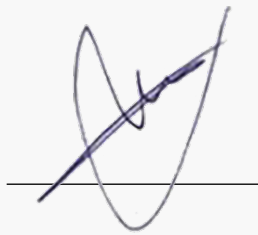


Rev 1.0

## Innovation for Sustainable Solutions:

We are dedicated to continuous innovation, with a focus on developing communication systems that not only meet the evolving needs of motorcyclists but also incorporate sustainable design and technological advancements. By prioritizing energy efficiency, product durability, and recyclability, we aim to create solutions that align with ESG principles and contribute positively to the circular economy.

Cardo Systems is steadfast in its commitment to sustainability, understanding that our success is interconnected with the well-being of the planet and society. Through the integration of ESG principles into our daily operations and strategic decision-making, we aspire to be a responsible corporate citizen, driving positive change for the benefit of current and future generations.



**Adrian Farja**

VP Operations & Engineering

Cardo Systems, Ltd.