

## Cardo Diversity and Inclusion Policy

### Introduction

At Cardo Systems Ltd. (“Cardo”) we strive to empower Cardo users around the world - of all types and creeds - through our innovative communication technology. We recognize that having diverse perspectives is critical for our company’s success in continuing to pioneer communication technology. Being a diverse company and employer helps us to better understand and serve our customers who span over 85 countries. With these values of empowerment and innovation in mind, we aim to create a work culture that is diverse and inclusive, at all levels of our business.

We are committed to inclusivity and equality, through our business partners, suppliers and customers and to creating an equal workplace that embraces variation in our employees’ ethnicity, nationality, race, religion, physical abilities, gender, gender identity or expression, sexual orientation, family or marital status, age and other attributes that make our employees unique.

### Our Diversity and Inclusion Objectives

- To create a work culture where people can feel secure and comfortable in being themselves and are respected by their colleagues and company leadership - at all levels.
- To have open channels for dialogue relating to diversity and inclusion topics. Integrate diversity and inclusion into the work culture from the start, with the diversity and inclusion Policy being included in our employee onboarding process. Regularly engage in discussions about diversity and inclusion issues within the workplace and within the consumer electronics and motorcycle industry. To seek out, listen and welcome insights of diverse voices in company decision making.
- To attract, develop and retain a diverse talent base, by communicating diversity and inclusion priorities to our hiring and recruitment staff. To support minority and diverse staff in the company through mentorship and peer-groups and offer equal opportunity for growth and promotion for all staff.
- To have inclusive leadership and work towards balanced representation in leadership. We include information on unconscious bias and inclusive leadership into our leadership development.
- To promote a gender equity. We aim to have a gender balanced workplace that encourages female equality by making room for female employee voices in the business decision making process and monitoring gender pay gaps - offering equal opportunities for promotion and growth to female employees. We also work to encourage equality for female motorcycle riders.

- Discrimination and racism will not be tolerated in our workplace. Our Anti-Discrimination Policy covers our rules, expectations and initiatives to combat discrimination. Further information on this matter can be found - in our Anti-Discrimination and Harassment Policy, at <https://app.hibob.com/docs/company-docs>
- To respect and support LGBTQ (lesbian, gay, bisexual, transgender, queer) employees, within the realm of our office dress code, we allow personal choices relating to dress and gender expression. We offer a gender-neutral Parental Leave Policy to accommodate LGBTQ families and families going through the adoption process.
- We are committed to being an inclusive workplace to people of all abilities and do not discriminate or differentiate on the basis of any known or perceived mental or physical disability in hiring, job training, compensation and other employment aspects and we do our best to accommodate employees with special needs, including with relation to religious accommodations.
- No harassment or bullying, of any kind, either verbal, written or physical, is tolerated in and by our company.

### Follow-Up and Reporting

- Cardo will establish KPIs (such as the inclusion of females in managerial positions and gender pay gaps at managerial levels) for the implementation and monitoring of its Diversity and Inclusion Policy
- We will continue to update and implement our Diversity and Inclusion Policy and monitor our implementation.
- Employees - at all levels - are responsible for carrying out this Policy, on a daily basis, including in their work, managerial duties and engagement with colleagues and customers.
- Employees are welcome to ask questions and report cases regarding discrimination or harmful excluding behavior to Mrs. Anat Gafni, whose contact details are [anatg@cardosystems.com](mailto:anatg@cardosystems.com) and who will take the appropriate measures.



Adrian Farja

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Cardo Systems, Ltd.