



Our Community Engagement and Volunteering Policy

As a communication technology company, community is at the core of Cardo System Ltd. ("Cardo"). We believe that people are our greatest investment, whether they be our employees, customers, or general citizens. In order to build a strong, tight-knit Cardo community, we are focused on creating social value through both our products and volunteering services. We are committed to social investment and volunteering as part of our general ESG policy.

At Cardo, we care deeply about fostering a community that values equality, education, and innovation. Our social investment policy is guided by our commitment to the UN's Sustainable Development Goals. We have chosen four specific goals to focus on as part of our efforts in social responsibility:

- 4. Quality education
- 5. Gender equality
- 8. Decent work and economic growth
- 10. Reduced inequalities

Our Community Engagement and Volunteering Objectives

- To create a leadership committee dedicated to managing volunteering initiatives.
- To build long-lasting, sustainable relationships with our community partners in an effort to create social value.
- To encourage our team members to dedicate hours annually to volunteering with our community partners.
- To produce measurable positive impact through our social investment efforts.
- To do our part in contributing to the achievement of the aforementioned UN's Sustainable Development Goals.
- To spearhead social investment projects in fields such as women in technology, tech in underprivileged communities, and product development for those with disabilities.

Follow-up and reporting

- Cardo will consistently engage with community members to understand their needs and incorporate feedback into future planning.
- Cardo employees will be asked to log their volunteering hours in an effort to track social investment input.
- Updates and reflections on community events and projects will be reported under the 'social' chapter of the Cardo annual ESG report.