

CERAGON ESG POLICY

INTRODUCTION

Ceragon Networks Ltd. (hereinafter: “Ceragon”) acknowledges that Environmental, Social and Governance (ESG) factors play an important role in the success and health of its business.

We believe that the effective management of ESG topics not only helps us to better manage risks, but also supports us in creating long-term value for our stakeholders.

VISION

We have the responsibility and opportunity to enhance the sustainability of the environment, the well-being of people and to positively influence our operating partners, supply chain and industry.

CONSIDERATIONS

In recognition of our responsibility and to support this vision Ceragon will:

Environmental:

1. Reduce GHG emissions from our operations;
2. Reduce waste and pollutants from our operations;
3. Improve energy efficiency across our operations.

Social:

1. Prioritize healthy and safe work environments for all employees;



2. Provide equal opportunity in our recruitment processes;
3. Ensure adequate and fair employment conditions;
4. Strive to be a workplace that is free from discrimination and harassment;
5. Have a zero-tolerance approach to modern slavery in its own activities and through its business relationships;
6. Encourage employees to contribute towards social good;
7. Not tolerate any forms of corruption irrespective of the form or degree of occurrence;

Governance:

1. Help build a culture where all employees engage ethically in all aspects of work;
2. Strive to hold suppliers to high ESG standards;
1. Ensure that the Board of Directors will exercise its responsibilities and serve the interests of the company and its stockholders;

General:

Continuously improve and set targets to improve ESG performance.

IMPLEMENTATION

Ceragon will implement as specified below:

Environmental:

1. Implement a plan for the assessment and reduction of greenhouse gas emissions from our business;
2. Reduce pollution generated from our activities, including light pollution, noise pollution and waste;
3. Increase the use of clean energy across our corporate offices ("green building");

Social:

1. Monitor and constantly improve and develop environmental conditions within the company;



2. Encourage employees to share information on safe working methods and make suggestions for improving ergonomics and safety at work;
3. Provide equal employment and career opportunities through management, regardless of age, nationality, gender, sexual orientation, and gender identity, as well as physical or mental disability;
4. Track and monitor employees satisfaction through regular employee satisfaction surveys;
5. Continue pro bono activities to help local communities;
6. With respect to human rights and modern slavery, monitor and ensure that proper employment practices are set in place for all the employees;
7. Encourage employees to recollect and reflect on violations caused by the company/peers;

Governance:

1. Implement policies and procedures to prevent perceived conflicts of interest;
2. Continue to implement the whistleblower anonymity system and grievance mechanisms to address employees concerns and feedback;
3. Review progress of focus areas, also coordinates with external reporting and investor relations;

SCOPE AND RESPONSIBILITIES

- This policy applies to all Ceragon operations and its employees, key suppliers and contractors, worldwide.
- This policy is communicated to all employees and is maintained as publicly available on the Ceragon website.

