CERAGON

SUSTAINABILITY REPORT 2025

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A MESSAGE FROM OUR CEO

We are pleased to present Ceragon's fourth annual ESG report, reflecting our continued commitment to responsible business practices and sustainable growth.

Over the past year, we have continued to strengthen our approach to environmental, social, and governance (ESG) practices, building on the foundations established in previous years. In 2025, we made meaningful progress in formalizing our data collection and reporting infrastructure, enabling more consistent, reliable, and transparent measurement of our performance.

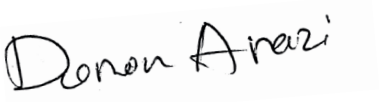
We also advanced our ESG performance across key areas. For example, despite an increase in Scope 1 emissions, a reduction in Scope 2 emissions from electricity consumption led to an overall **2% decrease in total emissions** compared to the previous year. From a social perspective, women represent **24% of our workforce**, and approximately **24.5% of our employees are over the age of 50**, reflecting our commitment to diversity and inclusion across different dimensions. We are also proud to report **zero recordable workplace accidents**, alongside a strong organizational culture that promotes employee empowerment, integrity, and ethical conduct.

At the same time, we recognize that operating across a broad global footprint presents inherent challenges. The level of maturity, regulatory landscape, and business priorities vary across regions, requiring us to balance local needs with our global commitments. Navigating these complexities while maintaining a competitive and agile business remains an ongoing effort.

Despite these challenges, we are encouraged by the progress achieved. This year, we improved our score in the EcoVadis assessment, reflecting the growing commitment, accountability, and culture of sustainability taking root across the organization.

I would like to extend my sincere appreciation to everyone who contributed to the preparation of this fourth annual ESG report. Your dedication and collaboration are essential to advancing our journey. We remain committed to further strengthening our ESG performance and driving meaningful progress in the years ahead.

I invite you to explore this report and to visit the Sustainability and Corporate Governance section on our website to learn more about our ongoing ESG journey, activities, and progress.



Sincerely,
Doron Arazi
CEO, Ceragon Networks

01// ABOUT CERAGON NETWORKS

CORPORATE INFORMATION

Ceragon (NASDAQ: CRNT) is the global innovator and leading solutions provider of end-to-end wireless connectivity, specializing in transport, access, and AI-powered managed and professional services. Through our commitment to excellence, we empower customers to elevate operational efficiency and enrich the quality of experience for their end users.

Our customers include service providers, utilities, public safety organizations, government agencies, and energy companies. These customers all rely on our wireless expertise and cutting-edge solutions for 5G and 4G broadband wireless connectivity, mission-critical services, and diverse high-performance applications. Ceragon solutions are deployed worldwide by over 600 service providers and more than 1,600 private network owners across 130 countries.

Through our innovative, end-to-end solutions, covering hardware, software, and managed and professional services, we enable our customers to embrace the future of wireless technology with confidence, shaping the next generation of connectivity and service delivery. Ceragon delivers extremely reliable, fast-to-deploy, high-capacity wireless solutions for a wide range of communications network use cases, optimized to lower total cost of ownership (TCO) through minimal use of spectrum, power, real estate, and labor resources. Our solutions drive simple, quick, and cost-effective network modernization, positioning Ceragon as a leading solutions provider for the "connectivity everywhere" era.

Traditionally, wireless communications systems required both an outdoor unit near the antenna and an additional indoor unit at the business premises – leading to increased complexity, infrastructure requirements, and energy consumption. Ceragon was the first to introduce an all-outdoor multicore solution, eliminating the need for an indoor unit. This innovation has since been widely adopted across the industry. Ceragon leads the market in all-outdoor solutions, shipping more units than any other player.

CERAGON'S PRODUCTS, SOLUTIONS & INNOVATION

Products & Solutions

Ceragon Networks provides end-to-end wireless connectivity solutions enabling high-capacity, reliable, and cost-efficient data transmission for mobile operators, service providers, and private networks. Our portfolio supports 4G, 5G, and next-generation network deployments across more than 130 countries.

Our solutions combine hardware, software, and managed and professional services, enabling customers to improve network performance, reduce latency, and expand coverage across urban, suburban, and rural environments.

Core Solution Areas

- Microwave and millimeter-wave wireless transport (backhaul and access)
- Network management and optimization software
- End-to-end engineering and deployment services
- Private and mission-critical networks support

For further details on Ceragon's full range of products and solutions, please refer to our website: www.ceragon.com.

Innovation & Sustainability in Product Development

Sustainability is embedded in Ceragon's product strategy, with a focus on improving energy efficiency, reducing physical footprint, and optimizing total cost of ownership (TCO).

Key Innovation Pillars

Energy-efficient architecture

- Multicore technology reduces power consumption across product lines
- Integrated chipset solutions (e.g., IP-100E) improve performance per watt

Compact & resource-efficient design

- Integration of digital and analog components reduces size, weight, and material usage
- Efficient design supports lower environmental footprint in manufacturing and logistics

Simplified network design

- Pioneering all-outdoor solutions eliminate the need for indoor units
- Simplified design reduces infrastructure, energy use, and installation complexity

Intelligent network optimization

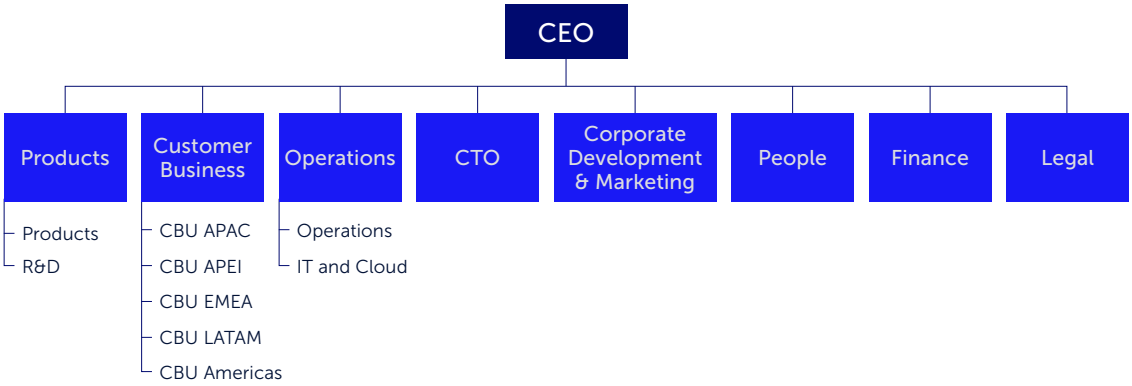
- AI-based systems dynamically optimize power consumption and network performance
- Intelligent optimization enables energy-efficient operation in real time

Network optimization & digitalization tools

- Network Digital Twin enables simulation and optimization of network design
- Innovative tools support reduction of energy use, CAPEX/OPEX, and physical site visits

By embedding sustainability into our innovation strategy, Ceragon continues to lead the industry with smarter, more efficient, and environmentally responsible solutions.

ORGANIZATIONAL STRUCTURE



Ceragon Networks Ltd. has undergone several organizational changes since its inception in 1996. As of July 2026, the company's organizational structure consists of the following key elements:

- **Executive Leadership**
- **Global Sales Organization** – Ceragon's worldwide sales are organized under the leadership of the Chief Revenue Officer. The organization is divided into five geographical regions: Americas, APAC, APEI, LATAM and EMEA.
- **Operations** – The Operations Division oversees manufacturing, supply chain, logistics, IT, and customer delivery, ensuring efficient and timely fulfillment of products and services across global markets.
- **Product Organization** – Led by the Chief Product Officer, this unit manages product strategy, development, and lifecycle management, with a strong emphasis on innovation, sustainability, and customer-driven design.
- **CTO** – Led by the Chief Technology Officer, this function is responsible for driving Ceragon's long-term technology strategy, identifying future opportunities and risks, and advancing innovation to support sustainable growth and competitiveness.
- **Corporate Functions** – Supporting the sales organization are various corporate functions, including Corporate Marketing, Finance, Human Resources, and Legal.

This structure allows Ceragon to align its operations with market requirements and respond quickly to customer needs while maintaining a global presence in the wireless backhaul and fronthaul solutions market.

GLOBAL MARKET PRESENCE

Total Revenues According to Regions/Markets (in USD thousands)

	2023	2024	2025
North America	95,573	89,945	112,800
EMEA	62,023	64,958	49,256
Asia Pacific and Middle East	35,033	34,530	29,600
India	107,354	167,550	116,712
Latin America	47,196	37,207	30,360
Total sales	347,179	394,190	338,728

The company is headquartered in Rosh Ha'Ayin, Israel. As of January 2025, Ceragon operates approximately 25 sites worldwide, including offices, warehouses and storage facilities.

CERAGON'S MISSION, VISION & CORE VALUES

Our Mission

To take our customers further by providing cutting-edge wireless technologies and services for the networks of tomorrow

Our Vision

To create equal digital opportunities for people all around the world by delivering communication capabilities everywhere

Our Core Values

01//
Embrace Collaboration

- Building productive working relationships in multicultural environments
- Engaging at every level – internally across the organization and externally with stakeholders
- Co-creating solutions and ideas to tackle collective challenges
- Actively seeking collaboration to drive effective and flexible ways of working
- Inspiring trust through transparency, communication, and proactive engagement
- Harnessing and embracing the value that resides in our individual differences
- Acknowledging and celebrating our shared mission, vision, and values

02//
Focus on Customers

- Demonstrating a strong customer orientation (internal and external)
- Exhibiting a 'listen-first' approach before responding
- Maintaining transparency and ongoing communication
- Fostering and establishing trust
- Ensuring timely responses and delivery
- Consistently providing a value proposition focused on customer satisfaction
- Establishing and maintaining effective customer relationships
- Identifying opportunities and solutions that benefit customers

03//
Strive for Excellence

- Sustaining and demonstrating up-to-date professional knowledge
- Adhering to company procedures, policies, and best practices
- Continuously initiating and leading process improvements to drive better efficiency and effectiveness
- Making decisions based on accurate data and meeting required timelines
- Consistently producing high-quality results

04//
Inspire Innovation

- Exercising a creative, innovative approach and "problem-solving" attitude
- Constantly learning on the job, initiating and promoting improvements
- Managing change effectively
- Confidently promoting new initiatives

02//

CONNECTING THE DOTS FOR A MORE SUSTAINABLE FUTURE

As the global innovator and leading solutions provider of end-to-end wireless connectivity, Ceragon is committed to sustainability as a cornerstone of its business strategy. Guided by our vision, mission, and values, every aspect of our business is purposeful and geared toward action and tangible results as we shape a connected and sustainable future. We do so by engaging stakeholders to prioritize our sustainability objectives, thereby empowering service providers, enterprises, and governments to expand networks responsibly while reducing environmental impact.

At the core of our sustainability strategy is a commitment to driving innovation while achieving long-term competitive advantages, creating stakeholder value, and delivering a positive impact across our workforce, communities, environment, and operations. By embedding sustainability principles into our governance frameworks, operational processes, and corporate culture, we inspire trust, transparency, and accountability in all that we do.

Our environmental, social, and governance (ESG) strategy reflects a holistic approach. Leveraging our technological expertise, we design energy-efficient solutions that minimize spectrum, power, and real estate usage, reducing the overall environmental footprint of wireless networks. Beyond environmental stewardship, we champion social equity, ethical governance, and sustainable supply chain practices.

As an organization powered by people, we prioritize diversity, equity, and inclusion, ensuring fair opportunities within our workforce and supply chain while maintaining compliance with global regulations. Through collaboration with our partners, we drive sustainable practices, uphold human rights, and align with the highest ethical standards.

Ceragon facilities adhere to responsible management systems aligned with ISO 14001, ISO 45001, ISO 9001, and ISO 27001, as well as our ESG policy. These frameworks focus on mitigating risks to employees and the environment through training, detailed record-keeping, proactive issue identification, and effective resolution strategies.

At Ceragon, sustainability is not just a goal – it is our commitment to building a resilient, innovative, sustainable, and socially responsible future. With a focus on measurable impact and bold ambitions, we continue to lead the way in creating smarter, greener, and more connected networks worldwide.

ESG MANAGEMENT

In 2022, Ceragon established an ESG Working Group comprising representatives from functions across the organization including Legal, Human Resources (HR), Operations, Strategy, and others. The group's primary aim is to advance the company's ESG plan and to foster the sharing of ESG-related developments, initiatives, and knowledge among all contributors.

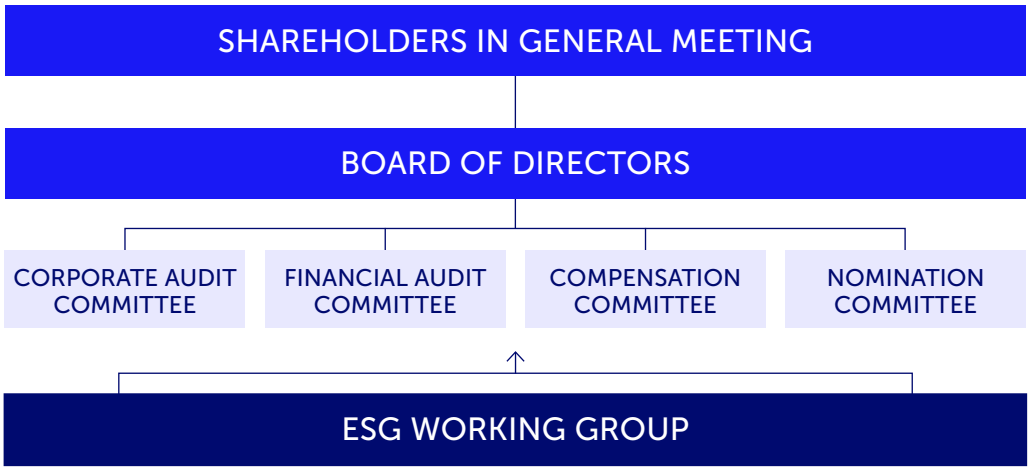
Responsibilities of the ESG Working Group include conducting ESG risk assessments, developing the company's ESG strategy, and preparing the ESG report. Moreover, on an annual basis, the ESG Working Group dedicates a budget to promote ESG goals and integrate these initiatives into the fundamental operations of the organization.

Executive officers across the organization have a responsibility for executing and implementing Ceragon's ESG plan. Moreover, efforts are made to engage shareholders in gathering feedback on current and emerging areas of concern.

Additionally, Ceragon has a robust governance structure, where oversight of the company's ESG plan rests with the Board and its committees. The Board believes it can effectively oversee Ceragon's ESG objectives and metrics, receiving periodic updates on corporate governance, human capital, management, diversity, cybersecurity, and other ESG matters.

In support of its sustainability commitments, Ceragon collaborates with an external sustainability consulting firm, working closely with the legal and compliance department and the operations unit. This collaboration enhances sustainability projects, assists in prioritizing ESG goals, ensures regulatory compliance, and facilitates the implementation of the company's strategy.

Ceragon ESG Governance Structure



Including members of the senior leadership team and division representatives

2025 ESG HIGHLIGHTS

100%
facilities ISO 14001 and 9001 certified

$30.4M
invested in R&D (9.0% of annual revenues)

25%
environmentally friendly packaging

29%
women on the Board (2 of 7)

62%
reduction in paper consumption (2017-2025)

23.5%
workforce dedicated to R&D activities

24.2%
women in workforce

24.5%
employees over the age of 50 in workforce

2%
decrease in total emissions (compared to 2024)

~95%
employees reviewed and signed updated Code of Ethics

0
workplace accidents

94%
employees completed online safety training

OUR ECONOMIC IMPACT

The economic impact table below highlights our financial contributions and the economic value we generate for our stakeholders. It includes key metrics such as revenue, taxes paid, employee wages, supplier payments, and community investments.

This table demonstrates our role in driving economic growth, supporting job creation, and enhancing financial well-being in the communities where we operate. By showcasing these contributions, we reinforce our commitment to responsible economic practices and transparency, ensuring our financial performance aligns with broader benefits to society and our stakeholders.

Direct and Indirect Economic Value Generated (in USD thousands) – GRI 201-1

	2023	2024	2025
Total Revenues	347,179	394,190	338,728
Total Operating Expenses: • Payments to suppliers for products and services • Rent, and various expenses (e.g., water, electricity, property taxes) • Other operating expenses	98,659	98,124	107,306
Total Payments to Governments Income taxes (net)	2,839	1,127	2,650
Total Payments to Lenders Banks and other financial institutions (e.g., bank charges, interest in loans)	7,538	5,974	5,034

New R&D Grants Approved in 2024-2026 – GRI 201-4

Grant Name	Purpose	Approved Amount	Year-End 2025 Amount Received
Magneton Plan with Ben-Gurion University	Identifying and classifying communications network fault locations	Approx. $0.3M over 2 years	Approx. $0.2M
Horizon Europe – UNITY-6G Project	Developing energy-efficient and sustainable network infrastructure using AI/ML, DLTs, NTNs, NPNs, and O-RAN	Approx. $0.8M over 3 years	Approx. $0.6M
Magneton Plan with Universidad Carlos III de Madrid	Optimizing TX Power	Approx. $0.4M over 2 years	—

While all the above-described programs do not bear royalty payment obligations to the Israel Innovation Authority, they may be subject to certain commercial arrangements among the participants thereof.

MEMBERSHIPS OF ASSOCIATION & PARTICIPATION IN LEADING FORUMS

Ceragon actively participates in leading industry associations, forums, and conferences to drive innovation and collaboration in wireless connectivity. Through our engagement in global organizations and events, we contribute to shaping the future of 5G, broadband infrastructure, and sustainable technologies, ensuring our solutions address the industry's evolving challenges while staying ahead of emerging trends.

Organization	Description of Activities
Utilities Broadband Alliance (UBBA)	A U.S.-based organization centered on collaboration of utilities and partners dedicated to advancing private broadband networks for critical infrastructure. UBBA supports secure, resilient, and future-ready grid development through resources, innovation, and industry collaboration.
Security Industry Association (SIA)	The leading U.S. trade association for global security solution providers, representing over 1,500 member companies. It advances the industry through education, certification, standards, advocacy, and events that connect and empower security leaders worldwide.
Rural Wireless Association (RWA)	A U.S. trade group representing small wireless carriers with fewer than two million subscribers, focused on expanding wireless access in remote and underserved areas. Its members – mainly small businesses – offer mobile and fixed services and support roaming for larger carriers. RWA advocates for rural telecom interests through policy and education.
WISPA – the Association for Broadband Without Boundaries	An industry association for innovative companies delivering fixed wireless, fiber, and other reliable broadband solutions to rural, unserved, under-resourced, and Tribal communities across the U.S. Since it was established in 2004, it has engaged in federal and state advocacy, regulatory and spectrum policy, education, and support for the wireless ISP (WISP) ecosystem. The association promotes sound public policy to expand broadband access and fosters a strong, collaborative WISP community through events, resources, and direct engagement with policymakers and industry stakeholders.
Experiential Networked Intelligence Industry Specification Group (ENI ISG)	The European ENI ISG develops a cognitive network management architecture using AI and context-aware policies to adapt services based on user needs and environmental changes. Supporting all networks, including 5G, it enables automated service delivery, assurance, and resource optimization, with proof of concepts demonstrating AI-assisted network operations.
ITU-T Focus Group on Artificial Intelligence Native for Telecommunication Networks (FG-AINN)	The European FG-AINN was established by ITU-T Study Group 13 in July 2024 aimed at exploring and defining the fundamental changes needed in network architecture to fully harness the potential of AI. This focus group seeks to identify the requirements, challenges, and opportunities that AI-native networks will bring to the global communications landscape.

Organization	Description of Activities
ETSI TM_mWT	European work group for point-to-point (PTP) links specification from 1 GHz up to 180 GHz.
ETSI Industry Specification Group Terahertz (ISG THz)	A European-based organization providing the opportunity for ETSI members to share their pre-standardization efforts on THz technology resulting from various collaborative research projects and being extended with relevant global initiatives, towards paving the way for future standardization of THz technology.
The 6G Smart Networks and Services Industry Association (6G-IA)	A European work group on terahertz use cases.
TM Forum	Ceragon is a member of TM Forum, the world's largest ecosystem focused on digital transformation, automation, and innovation, bringing together over 900 leading organizations. This membership provides Ceragon employees with access to resources, events, and collaborative programs, while also opening strategic opportunities across customers, partners, standards bodies, and thought-leadership communities. By engaging with TM Forum, Ceragon strengthens its commitment to innovation, transparency, and responsible technology practices, supporting its broader ESG objectives.

STAKEHOLDERS DIALOG

We recognize that continuous dialog with our stakeholders is vital to understanding their needs and driving sustainable growth. Our stakeholders include employees, customers, investors, suppliers, communities, and regulators, each playing a critical role in shaping our environmental, social, and governance (ESG) strategy.

Our stakeholder dialog enables us to identify key areas of improvement and tailor our ESG initiatives to address evolving priorities. By fostering collaboration and trust, we strive to deliver shared value and create meaningful, long-term impact.

Stakeholders Group	Regular Dialog Mechanisms	Key Topics for Discussion
Employees	• Periodic meetings with managers and employees in each business unit • Roundtables with management representatives • "All-hands" company meetings with the CEO and other management people • Web platform for ongoing internal communications • Performance reviews conducted twice a year • Employee whistleblower grievance mechanisms • Annual satisfaction survey to address workplace issues	• Terms of employment • Work-life balance • Health and safety • Personal development • Community engagement • Responsible business conduct

Stakeholders Group	Regular Dialog Mechanisms	Key Topics for Discussion
Customers	• Ongoing communication via the customer relationship management (CRM) digital platform • Training on proper use • Regular meetings and frequent direct conversations with sales team and global support team • Yearly satisfaction survey • Customer relations, events, and conferences	• Product quality and safety • Product use • Product service levels and support
Suppliers	• Regular meetings and frequent direct conversations with senior managers • Surveys, audits, and compliance sessions to uphold ethical practices and environmental standards across the supply chain	• Annual forecast of raw materials/products • Supply agreements
Distributors and third-party agents	• Regular meetings and frequent direct conversations with senior managers	• Ethical behavior
Regulatory bodies	• Regular meetings and conversations with senior managers • Regular reporting and compliance updates	• New regulations • Compliance • Financial reporting and disclosures • Corporate governance oversight
Investors and shareholders	• General meetings of shareholders • Proactively reaching out to major shareholders, including in-person meetings, one-on-one calls, and video conferences • Regular reporting and compliance updates	• Strategic planning • Financial performance • Corporate governance
Communities	• Volunteering initiatives • Partnerships with local non-profit organizations	• Social equity • Environmental well-being

03//

CONNECTING SUSTAINABLY – BUILDING A GREENER NETWORK

ENVIRONMENTAL SUSTAINABILITY COMMITMENT & MANAGEMENT

At the heart of our strategy is the integration of environmentally conscious practices into every aspect of our operations, prioritizing environmental management across the design, delivery, and operation of our products and services.

In line with our Combined Quality, Environment, Occupational Health and Safety Policy, our facilities adhere to global environmental standards such as ISO 14001. We also ensure compliance with industry-specific environmental regulations, including **RoHS and REACH**, to guarantee that our solutions meet the highest quality and sustainability benchmarks.

In 2025, Ceragon recorded no significant environment-related fines or incidents of non-compliance with environmental laws and regulations.

We promote environmental sustainability practices through three main pillars:

1. Sustainable Product Design

We incorporate sustainability throughout the lifecycle of our products by using eco-friendly materials, enhancing recyclability, and reducing production waste. Our initiatives include designing compact solutions that minimize spectrum, power, and real estate requirements while striving to reduce power consumption, physical size, and heat dissipation during product development.

We are investing efforts in development that prioritize selecting environmentally friendly product parts and incorporating 100% recycled or renewable materials in packaging. In software, we are working on capabilities that identify lower capacity periods and reduce radio capacity and power consumption (“Green Mode”). These optimizations are examined through the entire network to reduce the overall energy required to operate the system. Furthermore, we make efforts to extend the life of our products by selling end-of-support items and excess stock to customers and distributors for reuse, instead of scrapping them.

We are confident in our ability to provide our customers with energy-efficient designs, contributing to a greener environment by reducing power consumption and minimizing pollution associated with energy consumption.

2. Proactive Risk Management

We actively identify and mitigate risks to employees, communities, and the environment through robust monitoring systems, training, and recordkeeping. This proactive approach ensures the safety and sustainability of our operations and supply chain.

The company periodically conducts internal environmental surveys covering various aspects such as waste management, energy consumption, and other related topics. The survey also attempts to identify opportunities for improvement in environmental and related risk management.

3. Collaborative Environmental Stewardship

By partnering with customers, suppliers, and stakeholders, we champion collective action to address global environmental challenges. Through knowledge sharing, green procurement practices, and sustainable supply chain management, we strive to drive industry-wide progress.

The company allocates a dedicated ESG budget, which includes funding for initiatives aimed at reducing greenhouse gas (GHG) emissions.

Environmental Awareness and Culture

The company plans future initiatives to enhance environmental awareness among employees both locally and internationally. These initiatives include distributing targeted questionnaires to assess and promote awareness, as well as organizing public environmental campaigns and educational activities on local and global scales.

Ceragon has already taken steps to reduce plastic usage at its headquarters and to minimize paper consumption by promoting the use of digital platforms. To further this effort, we regularly distribute questionnaires to employees to collect ideas for reducing single-use plastics.

We aim to achieve at least 95% employee participation in our combined environment, health, and safety (EHS) training, delivered through an integrated PowerPoint-based module.

ENERGY EFFICIENCY & GHG EMISSION REDUCTION

By designing energy-efficient solutions, we help minimize the environmental footprint of wireless network facilities while strengthening relationships with employees, suppliers, and communities. Our efforts focus on reducing greenhouse gas (GHG) emissions and reducing the environmental impact of our operations through various energy efficiency and GHG emission reduction initiatives, in parallel with our sustainable product design practices.

The company employs leased fuel-powered vehicles to meet its transportation needs while exploring ways to improve fleet efficiency. In terms of electricity, Ceragon has taken significant steps by relocating its headquarters to a "green building" that is designed to conserve energy and promote environmentally friendly practices. Additionally, the company has implemented automatic shut-off switches for electrical systems, including lighting and air conditioning, to reduce energy waste.

Ceragon remains committed to improving energy efficiency by incorporating advanced energy-saving technologies into its products and services, thereby reducing energy consumption and advancing our sustainability goals. Our environmental footprint mainly consists of GHG emissions stemming from the energy purchased for our offices and facilities.

Ceragon uses virtualization to reduce hardware usage, with implementation beginning in Israel. Our IT systems are increasingly transitioned to cloud-based platforms including infrastructure-as-a-service (IaaS) and software-as-a-service (SaaS) solutions. Furthermore, Ceragon is strengthening its waste management practices. Electronic waste is processed by an external contractor, with the goal of achieving 100% recycling of electronic components.

To ensure we proceed in the most informed, comprehensive, and efficient manner possible, we established a GHG Emissions Policy. This policy provides a thorough framework and guidelines for conducting calculations, while supporting Ceragon in tracking, documenting, and analyzing our GHG emissions. We also maintain strict internal protocols for data collection and management to ensure accuracy and reliability. These efforts are complemented by initiatives to raise environmental awareness among employees, including training environmental auditors on regulatory updates and audit policies. Our goal is to maintain data that is measurable, credible, and verifiable. Guided by our external sustainability consultants, we have implemented proactive measures to enhance our understanding and management of Scope 1 and Scope 2 GHG emissions.

GHG Emissions Calculation Data

The selected base year for Ceragon's emission goals and strategy is 2022.

Scope	Emissions at Ceragon
Scope 1: Direct Emissions	For Ceragon, Scope 1 emissions are not a substantial portion of our footprint, as we do not engage in manufacturing or intensive on-site energy use. Our direct emissions primarily result from company vehicles and fuel combustion within company operations.
Scope 2: Indirect Emissions	Scope 2 emissions at Ceragon are generated from the consumption of purchased electricity.

Ceragon's GHG emissions calculation includes data from all sites across every country in which it operates. In 2026, data for 2025 was collected from operations in 20 countries. Information was collected directly from each site, covering all components of Scope 1 and Scope 2 emissions including fuel, electricity, natural gas, and other relevant sources.

Carbon dioxide equivalent (CO_2e) emissions were calculated using the company's consumption data and emission factors. Wherever possible, primary data were used. If no primary data were available, secondary data from highly credible sources or estimated data by previous months/year were used. In 2026, three sites were partially assessed in the context of electricity data for 2025.

Emission factors were taken from scientifically recognized databases, including those of EPA, EIA, and DEFRA. For emissions calculations in accordance with SEC requirements, emission factors were estimated based on assumptions derived from the distribution developed by PwC using data from the EIA (U.S. Energy Information Administration) database.

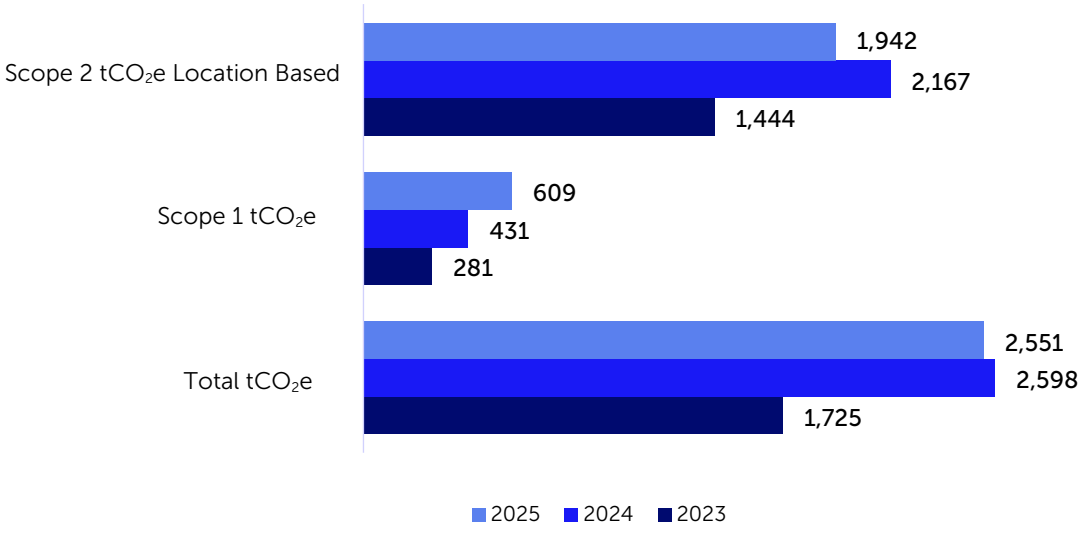
The company's GHG emissions calculations are performed by an external environmental consultant.

Please note that Ceragon's operations generate CO_2e emissions primarily related to energy consumption; however, the company does not produce significant air emissions such as NO_X, SO_X, or other regulated pollutants, as its activities do not involve manufacturing or combustion processes.

2025 GHG Emissions (in metric tons CO_2e)

Source	CO_2e	CH_4	N_20	Total in CO_2e	% of Total Emissions
Scope 1 – Mobile	585	3.1	1	589	23%
Scope 1 – Stationary	20	0.01	0.03	20	1%
Scope 2 – Location based	1,931	1.82	8.28	1,942	76%
Scope 2 – Market based	0.00	0.00	0.00	0.00	0%

Total GHG Emissions, by Scope (in metric tons C02e) – GRI 102-5,6

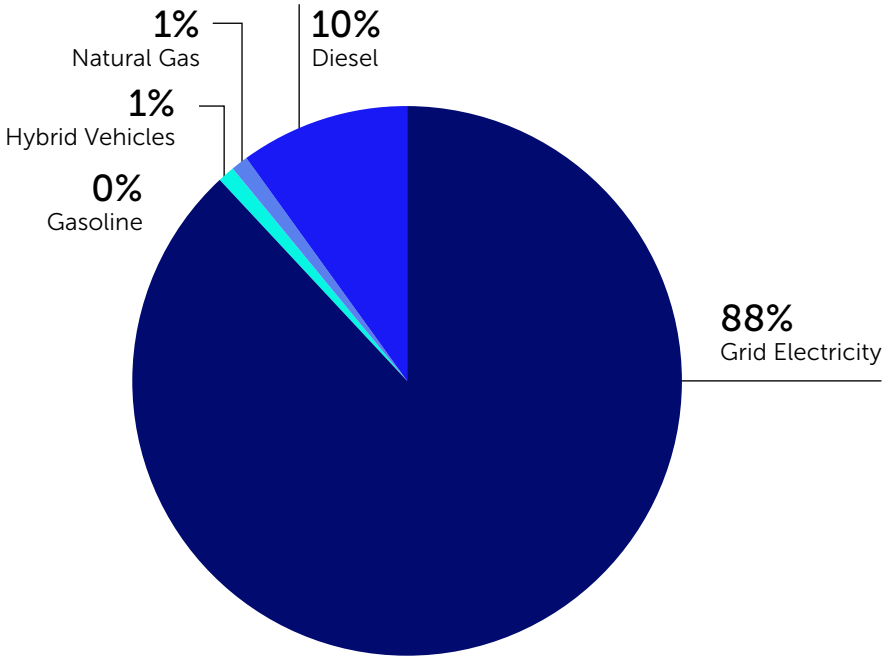


	2023	2024	2025	% Change
Scope 1 tCO_2e	281	431	609	41%
Scope 2 tCO_2e Location Based	1,444	2,167	1,942	-10%
Total tCO_2e	1,725	2,598	2,551	-2%

The company recorded relatively stable greenhouse gas emissions during the reporting year. Despite an increase in Scope 1 emissions, a reduction in Scope 2 emissions from electricity consumption led to an overall **2% decrease in total emissions** compared to the previous year.

In the future, we intend to establish a strategy to exceed our goals for reducing Scope 1 and 2 GHG emissions. Furthermore, as part of our commitment to ongoing improvement and supporting our partners throughout the value chain in achieving their sustainability objectives, we aim in the future to extend our reporting to include Scope 3 emissions. We remain dedicated to advancing towards a more sustainable future and will continue to enhance the accuracy of our GHG emissions calculations.

Distribution of GHG Emissions by Energy Sources, 2025 (in %) – GRI 103-2



Total GHG Emissions, by Scope (in metric tons C02e) – GRI 102-5,6

2023	2024	2025
1.65	2.46	2.34

WASTE MANAGEMENT

Implementing proactive waste management practices not only demonstrates our commitment to the planet and our communities but also drives improved business performance through streamlined processes.

Ceragon holds ISO 14001 certification, a globally recognized standard for environmental management systems (EMS). This certification provides a structured approach to enhancing environmental performance, aligning with our goals to minimize environmental impact and reduce risks.

We prioritize the implementation of recycling programs across all our divisions wherever it is economically viable and operationally possible. These initiatives play a crucial role in promoting sustainability by conserving natural resources, reducing energy consumption, and preserving landfill capacity for future generations.

The Environment, Health, and Safety (EHS) and Circular Supply Chain teams collaborate with partners to reduce, reuse, and responsibly recycle materials. These efforts include reselling end-of-support items and excess stock for reuse, reducing unnecessary disposal. Ceragon ensures that non-reusable waste generated at its facilities is disposed of through environmentally sound methods and conducts regular on-site inspections to monitor suppliers, verifying that outsourced industrial waste is handled responsibly.

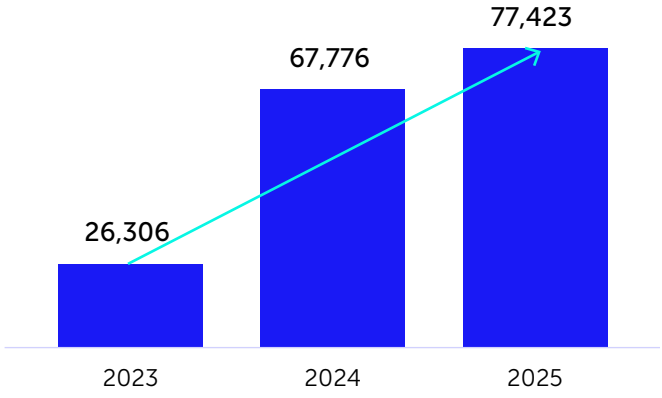
These comprehensive efforts reflect Ceragon's commitment to a sustainable future while aligning with its environmental and business goals.

The company implements responsible end-of-life product management, ensuring that equipment owned by the company at the end of its usable lifetime undergoes proper recycling and processing. Electronic waste is managed in collaboration with external contractors, with the goal of achieving 100% recycling.

We also comply with the European Waste Electrical and Electronic Equipment (WEEE) Directive II, which aims to reduce the environmental impact of EEE waste, promote sustainable resource use, and ensure compliance across the EU. Ceragon marks all EEE products with the crossed-out wheeled bin symbol and a producer identification mark (PIM) and producer registration details.

Electronics Waste Recycling (in kg)*

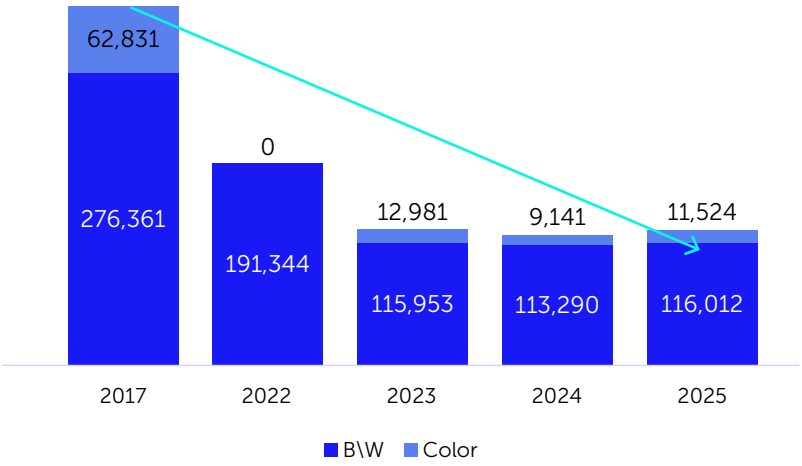
We achieved a **194%** increase in e-waste recycling between 2023 and 2025



** The data applies exclusively to the company's headquarters in Rosh Ha'Ayin.*

Paper Consumption (in sheets)*

We achieved a **62%** decrease in paper consumption between 2017 and 2025



** The data applies exclusively to the company's headquarters in Rosh Ha'Ayin.*

The **62% reduction** in paper consumption between 2017 and 2025 is a result of organizational discipline regarding responsible environmental behavior.

Management of Significant Waste-Related Impacts in Israel (in metric tons) –

GRI 306-2,3,4,5; SASB: Product End-of-Life Management (TC-TL-440a.1)

Total recycled waste	2023	2024	2025
Electronic (hazardous waste)	4.0	97.0	77.0
Paper	0.6	0.6	0.6
Total recycled waste	4.6	97.6	77.6

Ceragon separates waste streams in its sites: organic, paper and plastic, and electronic. The total weight of paper consumed in the company and recycled is based on the assumption that the weight of each sheet is approximately 5 grams.

OUR JOURNEY TOWARDS ENVIRONMENTALLY FRIENDLY PACKAGING

Packaging plays a key role in protecting products, but the materials are often used once and then thrown away. Ceragon's goal is to move away from a take-make-waste model and transition towards a circular approach to packaging. Since 2023 we have been designing our packaging to minimize waste by prioritizing materials that contain a high proportion of recycled content and are easily recyclable. Additionally, we have reduced material usage by replacing printed instruction manuals with digital versions accessible via QR codes and by transitioning to bags containing less virgin plastic. Furthermore, we have introduced resin identification markings on our bags to facilitate sorting and support recycling efforts. All packaging fully complies with local regulatory requirements and ensures product protection throughout its lifecycle.

We have launched an environmentally friendly packaging initiative, now applied to **25%** of our products:

- Shifting from packaging reliant on non-recyclable sponges to cartons made from biodegradable materials.
- Integrating QR codes into cardboard packaging to replace paper sheets and plastic bags.
- Reducing overall packaging dimensions, optimizing the use of shipping space both on planes and ships. This adjustment has doubled the number of product packages per shipping from 56 packages to 120, reducing greenhouse gas emissions significantly.
- Transitioning to bags containing less virgin plastic.
- Embedding resin identification markings on our plastic bags to facilitate sorting and support recycling efforts.

Management of Significant Waste-Related Impacts in Israel (in metric tons) –

GRI 306-2,3,4,5: SASB: Product End-of-life Management (TC-TL-440a.1)

Total packaging material	2023	2024	2025
Cardboard	3.26	2.75	2.70
Wood	0.0949	0.08	0.08
Plastic	0.0432	0.04	0.04

Note: based on yearly reports to the recycling organization in Israel.

PROTECTING OUR WATER

As a global organization, Ceragon actively prevents water pollution and promotes sustainable practices. Sustainable water management involves using water in a way that meets current ecological, social, and economic needs while safeguarding the ability of future generations to meet those same needs.

Although water use is not a major aspect of our global operations, we acknowledge its critical importance and are committed to responsible water management. At our headquarters, we employ internal monitoring and control measures to track annual water consumption and quickly detect potential leaks.

Water Management (in m3) – GRI 303

Total packaging material	2024	2025
Water consumption	1,535.1*	1,235.4

** 2024 data was updated to reflect a revised calculation methodology, ensuring alignment of consumption data with invoiced cost data.*

The data applies exclusively to the company's site in Rosh Ha'Ayin, Israel. The data is based on consumption invoices and was converted to cubic meters of water using the official rate schedule published by the state in 2025.

04//

EMPOWERING CONNECTIVITY – BUILDING STRONGER COMMUNITIES

At Ceragon we believe that meaningful connectivity extends beyond technology – it is about empowering people, fostering inclusivity, and driving positive social change. As a global leader in networking solutions, we are committed to bridging digital divides, promoting equitable access to technology, and supporting resilient, inclusive communities. Our dedication to the social pillar of ESG prioritizes the health, safety, and well-being of our employees, partners, and communities. We implement robust health and safety protocols, comprehensive employee training programs, and initiatives that enhance well-being, ensuring our workforce is equipped, protected, and empowered.

We also emphasize fair labor practices, equitable opportunities, and the fostering of diversity and inclusion across all levels of our organization and supply chain. By upholding ethical working conditions, promoting human rights, and aligning with global standards, we create a culture of respect and equity. Additionally, through collaboration with stakeholders, we advance sustainable and ethical practices that strengthen livelihoods and create lasting opportunities. At Ceragon, health, safety, empowerment, and inclusion of people are at the heart of our commitment to sustainable progress and social responsibility.

OUR COMMITMENT TO EMPLOYEES: BUILDING CONNECTIONS, EMPOWERING PEOPLE

Our employees are the heart of our company, working with dedication, engagement, and genuine care, not because they must, but because they truly believe in what they do. We are proud of our people and the impact they make every day.

At Ceragon our employees are more than just a workforce – they are the foundation of our success and the driving force behind our innovation and impact. We are deeply committed to fostering a workplace where every individual feels valued, connected, and empowered to thrive. Recognizing that our people are our greatest asset, we prioritize their well-being through robust health and safety measures, meaningful professional development opportunities, and initiatives that promote work-life balance and mental health.

Ceragon has a zero-tolerance approach to modern slavery and child labor in its own activities and business relationships. Ceragon is dedicated to upholding human rights and promoting fair labor standards within its own organization and throughout its supply chain. Ceragon does not employ minors and requires subcontractors and suppliers to comply with local labor laws and regulations as part of their engagement contracts. As part of Ceragon's supplier engagement contracts, suppliers are obligated to comply with all relevant local, national, and international health and safety standards applicable to the workplace.

At the time of writing this report, there were no known violations of human rights within the organization. Ceragon aims to maintain and enhance its Business Conduct Standards by incorporating a comprehensive ban on forced labor and child labor, which applies both to the company and its supply chains.

We are committed to upholding human rights as a cornerstone of our operations. We strictly prohibit child labor and stand in unequivocal opposition to all forms of forced labor. These principles reflect our dedication to treating all individuals with equality, dignity, and respect. By fostering a culture grounded in fairness and ethical practices, we aim to contribute positively to the well-being of our employees, communities, and stakeholders. In addition, all employees are free to form and join, or choose not to join, trade unions or similar organizations and to bargain collectively.

We uphold employment conditions in full compliance with local labor laws, including work hours, minimum wages, severance pay, annual leave, sick days, advance notice of termination, equal opportunity, and anti-discrimination policies.

Our compensation philosophy is clearly communicated and supported by salary benchmarks with defined ranges by level and function, ensuring fairness and consistency across the organization. The company is committed to promoting a fair and competitive remuneration policy across all countries in which it operates, including periodic reviews of salary levels and market alignment, while maintaining principles of fairness, consistency, and equal opportunity.

Our commitment extends beyond legal compliance; we actively foster inclusivity, diversity, and equity, ensuring fair opportunities for all. By maintaining strong connections with our employees and supporting their personal and professional growth, we aim to build a resilient and inspired workforce that drives progress within our company and the communities we serve. Together, we are creating a brighter, more connected future where people remain at the heart of everything we do.

The company is committed to equal opportunity and does not discriminate in hiring, employee development, or promotion decisions. All candidates, employees, and applicants for advancement are treated fairly and equally, based solely on their qualifications, skills, and performance.

This commitment is reflected in the company's formal policies and procedures and is also incorporated into employees' employment agreements. Through these measures, the company promotes a workplace culture based on respect, inclusion, and equal opportunity for all.

Employment – GRI 102-8

	2023	2024	2025
Number of employees	1,046	1,056	1,091
Number of employees according to category:			
Research, development and engineering	278	260	257
Sales and marketing including services and supporting functions	664	679	574
Management and administration	28	34	168
Operations	76	83	92
Total number of employees according to regions:			
APAC (including India)	206	253	290
North America	66	63	113
Latin America	164	168	177
EMEA	257	242	233
Israel	353	330	278
Services contractors	361	400	650

Total Number of Employees, 2023-2025

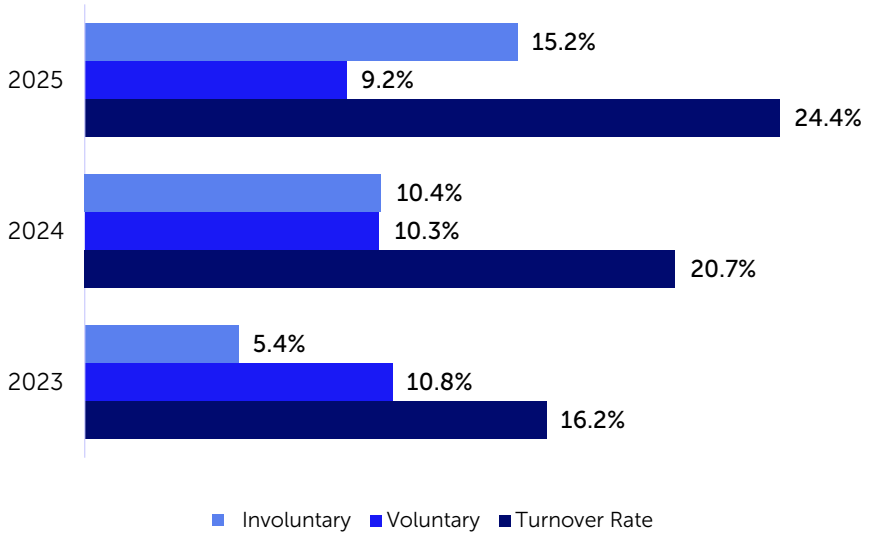
Employee Turnover

In 2025, the employee turnover rate increased to 24.4%, up from 20.7% in 2024, primarily due to an organizational change. The employee turnover rate serves as a crucial performance metric closely monitored by the Senior Leadership Team. This data helps prompt the implementation of mitigating measures as soon as a high turnover trend is detected within a department or business unit.

New Hires and Departures – GRI 401-1

	2023	2024	2025
Total new hires	186	228	253
Total departures	164	217	260
Turnover rate	16.2%	20.7%	24.4%
Voluntary turnover rate	10.8%	10.3%	9.2%
Involuntary turnover rate	5.4%	10.4%	15.2%

Employee Turnover – Voluntary vs. Involuntary, 2023-2025



Continuous Communication & Open Dialog

Ceragon conducts regular roundtable discussions with employees and management representatives, providing an open forum for employees to raise any topic of interest or concern. Ahead of each session, participants are invited to submit their questions and discussion points, ensuring that conversations are relevant, inclusive, and meaningful.

In addition to global and regional "all-hands" meetings, where the CEO and other senior leaders engage directly with employees, Ceragon hosts regular company-wide forums to foster open communication. In 2025, Ceragon held four global company-wide all-hands meetings. In addition, each region and business unit held quarterly all-hands meetings to support ongoing communication, alignment, and employee engagement across the organization.

Ceragon has dedicated platforms that enable an employee to approach the CEO with requests or questions. The platforms also facilitate performance reviews conducted twice a year. In addition, the employee whistleblower process provides anonymity and grievance mechanisms to address any employee concern.

HEALTH & SAFETY

At Ceragon, the safety of our personnel is a fundamental value that we prioritize above all. In Israel, our headquarters operates with an Environment, Health, and Safety (EHS) Committee composed of representatives from all levels, actively engaging employees in implementing health and safety programs and addressing risks. Additionally, several of our global sites have established their own dedicated safety committees. To ensure preparedness for major disasters or pandemics, our Business Strategy team collaborates with these committees to identify critical themes, review countermeasure workflows, and conduct regular exercises.

At key sites, we employ safety officers who collaborate with external experts to ensure ongoing compliance and safety. Our proactive measures include annual emergency preparedness exercises, fire extinguisher inspections, and quarterly supervision of first aid cabinets.

We also offer company-wide online health and safety training, continuously improving occupational safety activities. In the event of safety incidents, causes are identified, and countermeasures are implemented and shared across the organization through the Occupational Health and Safety (OH&S) Committee to ensure transparency and improvement.

At our headquarters, eight safety officers are dedicated to enhancing employee vigilance through training sessions and ongoing safety oversight, ensuring comprehensive protection across all operations.

The company holds **ISO 45001 certification in Israel**, and the principles of this standard are applied and maintained across all global operations.

Safety Practices

- Occupational health and safety training is conducted annually at over 80% of the company's sites.
- In 2025, **94%** of our employees based in Israel completed the annual digital safety training.

- Most sites provide annual firefighting training.
- At headquarters, there are regular training sessions for first aid and defibrillator use.
- All sites are equipped with first aid kits.
- Annual risk management surveys are conducted at the main sites, and a laboratory risk assessment survey is performed annually at headquarters.
- Whenever there are changes in work processes, new equipment, or products, an internal risk survey is conducted to assess workplace safety and health risks.
- Radiation level monitoring at the headquarters is conducted biennially.

Workplace Accidents

Ceragon is dedicated to maintaining a workplace free from injuries and occupational accidents. Over the last few years, we have achieved a significant milestone with minimal occupational injuries, no fatalities, and no associated costs. **In 2025, we recorded zero workplace accidents**. We consistently monitor and assess both injuries and near misses to learn from them and reduce future risks associated with our occupational activities. Our leading safety program not only aims to prevent incidents but also drives continuous improvements in safety standards. A global channel facilitates the exchange of safety-related information among our subsidiaries, enabling the implementation of workplace safety measures worldwide. Regular noise monitoring surveys and the provision of hearing protectors are part of our proactive approach to health and safety.

Key Safety Measures

1. Training Programs

- Annual safety training for all employees, approximately 1 hour per year.
- Emergency team training conducted annually.
- First aid and defibrillator training conducted biennially.
- Firefighting training conducted annually.

2. Risk Surveys and Assessments

- Safety engineers conduct hazard surveys on a monthly, quarterly, or biannual basis, tailored to site needs.
- Annual laboratory risk assessments.
- Radiation level monitoring conducted biennially.
- Ceragon analyzes **all** work-related risks and implements measures to mitigate these risks.

Across all our sites, employees are encouraged to report hazards or concerns directly to their managers or safety officers, fostering a culture of open dialog and proactive risk management. With no recorded occupational accidents, Ceragon's commitment to safety remains a cornerstone of our operational excellence, ensuring a safe and productive work environment for all.

Work-Related Injuries – GRI 403-9

Workplace Accidents	2023	2024	2025
Number of workplace accidents – company employees and contractors	1	1	0
Absence days of company employees due to workplace accidents	0	15	0
Fatalities	0	0	0
TRIR (total recordable incident rate)	0	0.092	0

Supply Chain Safety

As part of our supplier engagement agreements, suppliers are contractually obligated to comply with all relevant local and international health and safety standards applicable to their workplaces. This commitment ensures that safety measures are consistently implemented throughout our supply chain, fostering a secure working environment for all stakeholders.

Regarding subcontractors, we employ a robust contractual approach to enhance safety and health at work. This includes a comprehensive policy framework alongside specific procedures tailored to address the diverse scope of projects undertaken. These measures are designed to effectively manage risks and uphold strict safety protocols across various operational contexts. This proactive approach emphasizes our dedication to promoting and maintaining exceptional safety standards across all project phases and geographical locations.

Product Quality & Safety

We are dedicated to fostering and growing trust among our customers, regulators, investors, and other key stakeholders in the quality and safety of our products. Our customers rely on high-quality products, and we hold management accountable for maintaining product integrity.

As part of this commitment, Ceragon adheres to various laws and regulations governing product safety and quality, including:

- ISO 14001 Environmental Management System Standard
- European safety standards
- European digital radiation safety standards
- Compliance with environmentally friendly product components and RoHS (Restriction of Hazardous Substances) requirements

In addition, Ceragon's site in Israel maintains the following management system certifications and complies with applicable chemical regulations:

- ISO 9001 – Quality Management System Standard
- ISO 45001 – Occupational Health and Safety Management System Standard
- REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) regulations

Moreover, our development system ensures that managers stay updated on new standards and requirements whenever there are new products or changes.

Furthermore, Ceragon is actively enhancing product quality and service in a variety of ways:

- Quarterly evaluations conducted by Ceragon engineers assess manufacturing and supplier work processes.
- During customer training, health and safety requirements are reviewed, and the relevant customer health and safety measures are outlined in all of Ceragon's user materials.
- Ceragon provides customers with a regulatory Declaration of Conformity and makes available validated test reports and product conformance certifications to demonstrate compliance with applicable requirements.
- Ceragon provides comprehensive online courses and programs on our website to educate customers about product usage.
- Ceragon provides customers with a comprehensive Installation Guide, which also addresses safety precautions.
- Ceragon provides customers with support for any technical issues, including those related to installation and safety concerns.
- Ceragon conducts annual satisfaction surveys among customers and suppliers to gauge satisfaction levels regarding safety, reliability, and training. Insights from these surveys guide our ongoing efforts to improve and upgrade product quality.
- If product safety issues arise, we promptly inform our customers and provide detailed information via the company website through our global support team and sales account team. Significantly, **there have been no documented accidents or safety incidents involving our products with customers.**
- Ceragon proactively informs its customer base of product issues as they arise through our global support organization in concert with our sales account teams to minimize any risks arising from unintended operational circumstances.

Over the past three years, the company has maintained a record of **zero complaints related to violations of customer privacy or loss of customer data** (GRI 416-2).

Employee Health & Well-Being

Ceragon places a strong emphasis on promoting the mental and physical well-being of its people and aims to provide a comfortable and supportive workplace environment. Ceragon is committed to providing employees with a safe and welcoming working environment and a good work-life balance, while maintaining a culture of diversity, equity, and inclusion.

As we deeply value our people, employees and their families enjoy events such as company gatherings, team-building activities, and family days. During times of personal difficulty, we provide tailored support, offering direct outreach and assistance to employees facing challenges.

Ceragon is committed to improving the health and well-being of our employees through a comprehensive health program that includes:

- Health insurance coverage for employees at most company sites
- Flexible and hybrid work options to promote work-life balance
- First aid kits located throughout our facilities
- On-site allergy shots and emergency ECG devices at headquarters

Flexible Organization of Work

The company operates in a hybrid work environment and places high value on being employee-friendly, enabling all employees to maintain a healthy work-life balance.

The company adheres to all applicable laws and maintains employment contracts for all employees.

In addition, the company actively promotes employee well-being and engagement through a variety of global and local initiatives. Across all locations, annual celebrations (typically year-end events) are held, providing opportunities for employees to connect – either in person or virtually – and celebrate the organization's shared achievements and community.

At the local level, offices regularly host happy hours and holiday celebrations, aligned with regional traditions, to foster team cohesion and an inclusive workplace culture.

Furthermore, the company has introduced a global "Wellness Month" initiative, held every May, focusing on employees' mental, physical, and emotional well-being. This initiative includes a wide range of activities such as virtual lectures, interactive sessions, and in-person workshops at company sites. As part of the program, employees are offered a company-sponsored long weekend, as well as opportunities to participate in global wellness challenges, including a company-wide steps competition and additional engagement activities shared across global communications channels. These efforts aim to strengthen the sense of community while supporting overall employee well-being.

DIVERSITY & INCLUSION

Diversity among employees is crucial to Ceragon's business philosophy. We prioritize creating a professional environment that boosts productivity and inspires creativity and innovation across our workforce. Our commitment extends to maintaining diversity in talent acquisition, retention, compensation, and career progression, all based on individual merit and performance regardless of age, color, ethnicity, nationality, gender, sexual orientation, gender identity, family or marital status, language, political affiliation, race, religion, socioeconomic status, or physical or mental disability.

Ceragon has adopted and is implementing a Diversity, Equity and Inclusion (DEI) Policy. We are committed to continuing to provide equal opportunity in our recruitment process, ensuring adequate and fair employment conditions, and empowering all women across all levels of the organization, among other initiatives.

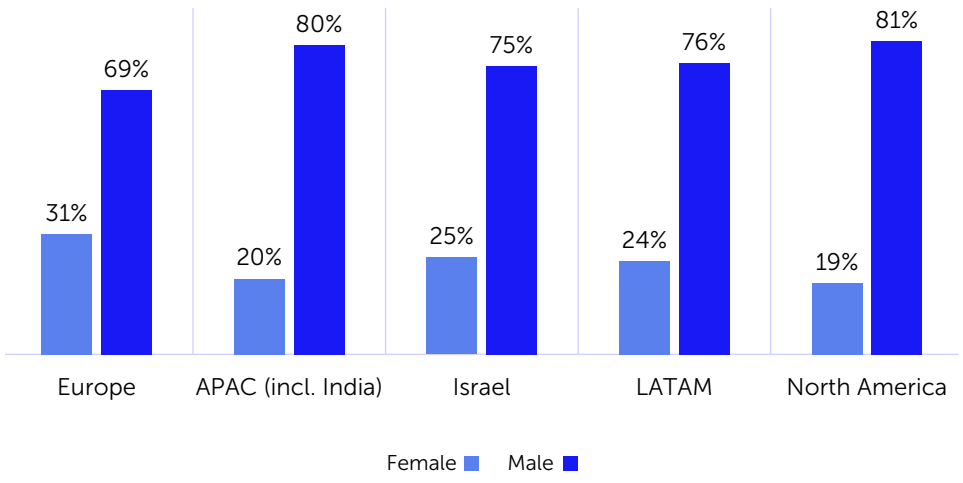
At Ceragon, we actively promote awareness and provide strategies and tools to achieve our vision of overall excellence within the company. Managers are central to championing, supporting, and engaging in DEI initiatives to create an inclusive and equitable workplace.

Women make up **24.2%** of the company's total workforce. Employees over the age of 50 represent **24.5%** of the total workforce, including 4.2% women and 20.3% men.

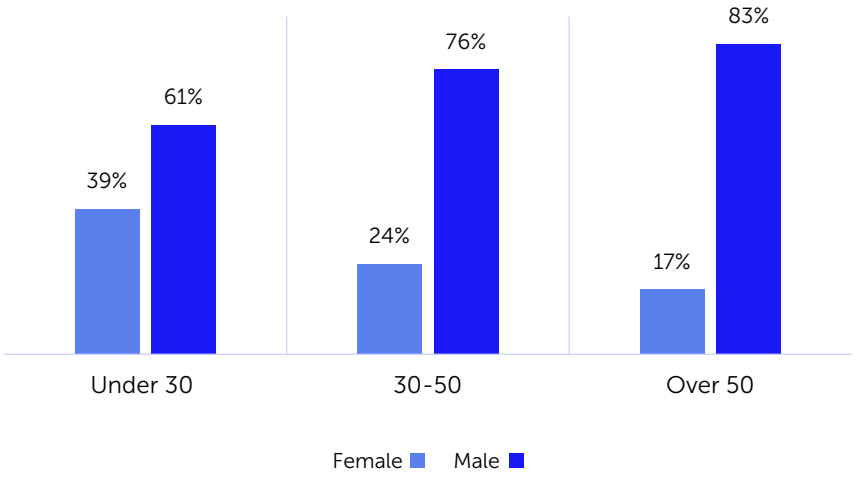
Employment by Gender & Age – GRI 102-8

	2023	2024	2025
Number of employees	1,046	1,056	1,091
Women	253	264	264
Men	793	792	827
Employees aged 50+	245	251	267
Women aged 50+	45	44	46
Men aged 50+	200	207	221
Total number of employees according to regions:			
APAC (incl. India)	**206**	**253**	**290**
Women	24	45	57
Men	182	208	233
North America	**66**	**63**	**113**
Women	17	13	21
Men	49	50	92
Latin America	**164**	**168**	**177**
Women	40	45	43
Men	124	123	134
EMEA	**257**	**242**	**233**
Women	81	76	73
Men	176	166	160
Israel	**353**	**330**	**278**
Women	91	85	70
Men	262	245	208

Employees by Gender – 2025

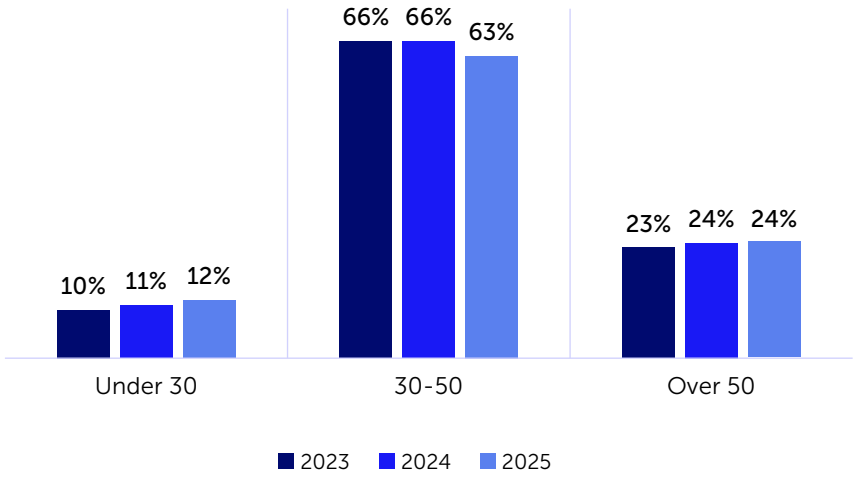


Employees by Age Group – 2025



In relation to the female-to-male employee ratio, we are constantly promoting new ways of attracting women to our company. The highly technological nature of our business makes this a challenge as well as a value and focus area.

Employees by Age Group – 2023–2025



In terms of age demographics, the percentage of employees in the 'under 30' age group has increased, stemming from a new talent center we opened in Bangalore, where we also attract the younger generation. We expect this trend to continue in the coming years. The ratio of employees in the 'over 50' age group has increased as well, suggesting that our candidate selection and promotions are based only on merit.

Ceragon is committed to ensuring inclusion and accessibility for people with disabilities. This includes, but is not limited to, implementing reasonable adjustments; any reasonable adjustments to working terms or equipment to assist employees with disabilities will be made where possible and proportionate to the needs of the role.

DEI Policies & Communication

Ceragon actively promotes diversity, equity, and inclusion through our DEI Policy, which serves as a set of guiding principles for everyone associated with our company. We expect all employees at Ceragon to treat each other with dignity and respect. Every team member has a responsibility to foster a sense of belonging and inclusivity in the workplace. At Ceragon, we strive to create an environment where people can bring their authentic selves to work and perform at their best every day. This inclusive environment contributes to an engaged and motivated workforce.

Furthermore, Ceragon upholds an internal anti-discrimination policy that applies to all individuals within the company. Our policy strictly prohibits any form of discrimination based on factors such as race, religion, age, social status, family origin, nationality, ethnicity, gender, sexual orientation, gender identity, or physical or intellectual disabilities.

We have also implemented a whistleblowing system accessible via an internal portal, allowing employees, officers, directors, and consultants to report concerns anonymously or by name to the compliance officer, Chairman of the Corporate Audit Committee, or relevant management team member. Reports are handled confidentially to protect the identity of whistleblowers and ensure the integrity of their reports.

Inclusive Talent Acquisition Practices

We acknowledge the strategic advantage of a community that values diverse skills, experiences, and backgrounds, including those related to gender, nationality, location, ethnicity, religion, and other legally defined categories. Our leaders leverage both differences and commonalities among team members to consistently cultivate a culture of cooperation and inclusivity.

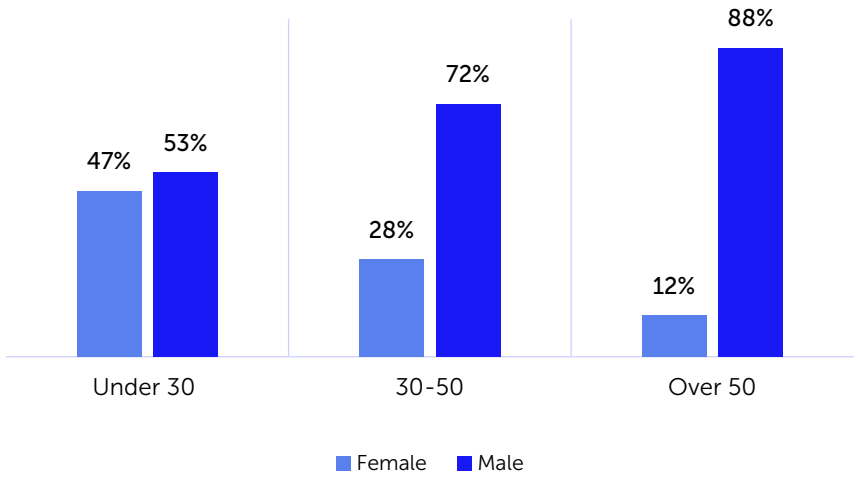
We prioritize understanding and addressing unconscious bias to ensure fair employment and career opportunities are available across all levels of management, regardless of age, nationality, gender, sexual orientation, gender identity, or physical and mental abilities.

Ceragon's recruitment process is inclusive and equitable and welcomes applications from a wide range of candidates. The company offers an online open positions portal for both external candidates and internal employees, supported by a recruitment platform and process.

New Hires by Gender & Age – GRI 401-1

	2023	2024	2025
Total new hires	186	228	253
Men	135	153	177
Women	51	75	76
Women aged under 30	15	26	27
Women aged 30-50	27	46	45
Women aged over 50	9	3	4
Total employees aged under 30	49	57	57
Total employees aged 30-50	95	143	162
Total employees aged over 50	42	28	34
Total departures	164	217	260

Employee Recruitment 2025



Women Recruitment 2023-2025

When it comes to gender equality, Ceragon remains focused on improving the recruitment of women relative to men within the industry. We have maintained relative stability over recent years, with an average of approximately 30% of new hires being women.

PEOPLE DEVELOPMENT AND ENGAGEMENT

Investing in and training our people is fundamental to ensuring continuous career development and personal skills growth. Ceragon drives this development through innovative solutions and fosters a creative environment where people can enhance their professional skills. Our culture is built on dedication and a proactive approach to achieving both company goals and the personal growth of our people.

Employee Training

Our people receive annual training and are expected to acknowledge our policies and disclosures on an ongoing basis. Ceragon employees are required to participate in a variety of annual training sessions focused on topics including corporate policies (e.g., Standards of Business Conduct Policy and Code of Ethics, Whistleblower Procedure), privacy regulations, and cybersecurity. Our global employee orientation includes such topics for all new hires.

Examples of Training Sessions Conducted in 2025 and Employee Participation

Training Sessions	Number of Employees
Incorporating AI into Daily Work	230
Get to Know E2E	154
Product Training	151
Storytelling	163
Private Network	148
Cross Culture Awareness	148

Global Learning Program

In 2025, we continued a comprehensive suite of learning programs accessible through a digital platform. These programs, held twice a year, cover a range of topics, including professional skills development (such as Excel proficiency, presentation design, and AI), as well as internal sessions designed to deepen employees' understanding of the company's strategy. These offerings aim to provide our people with a cost-effective and convenient way to enhance their skills and achieve their career goals.

In 2025, approximately 800 employees participated in the two annual sessions of the Global Learning Program.

HRIS Platform

In 2025 we implemented a new HRIS (human resources information system) platform via Oracle for smooth operational efficiency and better user experience.

This platform is focused on making things easier, more connected, and more efficient for employees. It emphasizes self-service, ease of use, transparency, and better interpersonal connections. Platform capabilities include:

- **Connect:** for building a comprehensive profile that highlights employee expertise and contributions and learns colleagues' knowledge and passions.
- **Interactive org chart navigation:** for exploring our organizational structure with ease.
- **Self-service:** for updating employee personal information in the system, enabling greater data accuracy and operational efficiency by putting more control in employees' hands.
- **Kudos:** a dedicated place for peer recognition enabling easy giving and receiving of kudos to celebrate achievements and show appreciation of colleagues.

This platform provides a structured pre-onboarding process for new employees, ensuring they have access to all necessary tasks and forms prior to joining. It also features a welcome video from our CEO and CPO.

Onboarding Program

At Ceragon, as a key element of our new employee onboarding strategy, we conduct quarterly orientation sessions for new hires. These sessions familiarize them with the company's operations, strategy, business, processes, products, and culture. We conduct quarterly global onboarding sessions for new employees, led by senior leaders across the organization. The program provides a broad introduction to the company, including its business activities, products, culture, strategy, and organizational values. As part of such Orientation Days, participants attend a dedicated human rights session, delivered within the Legal Counsel's presentation, highlighting Ceragon's commitment to ethical conduct and respect for human rights. Additionally, we provide preparatory training to equip them with the skills and knowledge required for their roles. The program is designed to foster a sense of belonging among all team members from the start of their journey at Ceragon.

The orientation program is a global program. To accommodate all time zones, two sessions are held each quarter – one in the morning and one in the evening (Israel time) led by leaders of our Corporate Leadership Team (CLT) functions.

Talent Management

Ceragon's talent management strategy and organizational culture are designed to support the personal and professional growth of our team members. We consider our people's development process essential to our achievements and have implemented a robust succession planning initiative to ensure continuity in leadership roles.

At Ceragon, employees have multiple opportunities for growth, such as involvement in change projects, formal learning sessions, internal and external training, and participation in conferences both locally and internationally.

Leadership Skills Development Programs

Our commitment is to cultivate leaders internally, providing training on best practices such as inclusion, soft skills development, and other people-focused initiatives. These development efforts contribute to stronger leadership and more cohesive teams, while fostering positive work environments.

In 2023, Ceragon focused on leadership development as part of its talent pipeline strategy. The company offered several training programs for management:

- **Development Program for New Managers:** Implemented at our headquarters, this program equips managers with the necessary skills to drive our business objectives.
- **Executive Leadership Programs:** Global leadership programs are conducted to ensure that we place the most globally competent individuals in leadership roles. These programs include a manager development initiative held across all company sites, specifically tailored for senior-level managers. Each year, a select group of managers participates in leadership workshops facilitated by external experts in the field.

In 2024, we launched a dedicated leadership training program designed to ensure the effective implementation of the company's strategy across all divisions. The training focused on equipping managers with the tools and messaging needed to communicate the strategic direction to their teams, reinforcing alignment and engagement at all levels of the organization.

In 2025, 20 leaders participated in our Leadership Development Program, designed to strengthen leadership capabilities and organizational effectiveness. The program supported the company's vision of operational excellence by developing leadership practices centered on agility, accountability, collaboration, and high-quality execution.

A key objective of the program was to strengthen alignment and communication between executive/corporate leadership (ELT/CLT) and the next level of leadership (XLF), supporting more effective execution of strategic priorities across the organization.

The program focused on:

- Enhancing engagement and collaboration between senior leadership and emerging leaders
- Strengthening leadership and execution capabilities to support cross-organizational improvement initiatives
- Promoting a culture of accountability, ownership, adaptability, and openness to change

Overall, the program established a strong foundation for developing agile, aligned, and execution-focused leaders capable of supporting long-term operational excellence and business performance.

Performance Evaluations

We prioritize open and honest communication to foster employee growth. Regular meetings between employees and managers are scheduled to discuss progress toward goals aligned with Ceragon's overarching objectives. Employees also participate in formal performance reviews twice a year, focusing on individual performance and career development.

In these reviews, a discussion also covers remuneration, self-assessment, feedback, and a structured conversation about employee performance, career development, and growth at Ceragon. The performance review also provides an opportunity to set employee goals for the coming year.

These comprehensive feedback sessions promote transparency and guide decisions related to promotions and compensation.

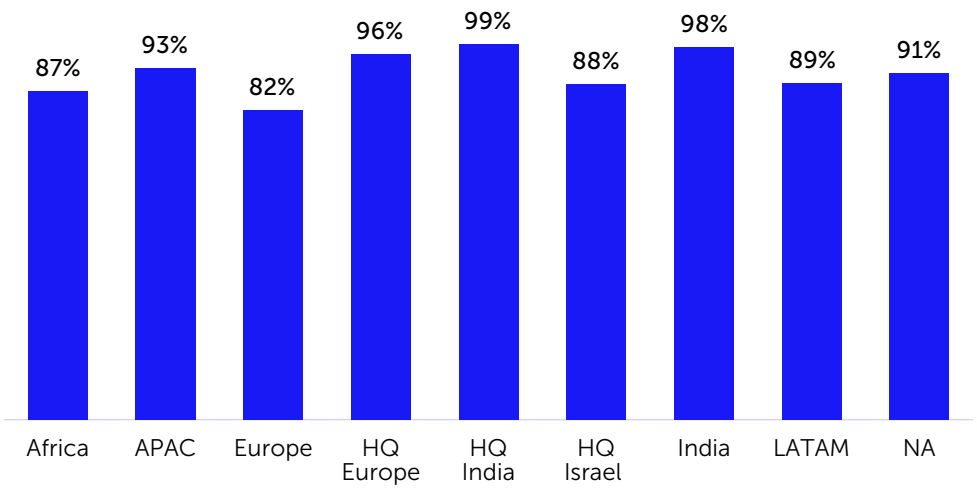
As of the end of 2025, we successfully maintained a **94%** participation rate in our targeted employee performance management reviews. This high engagement rate demonstrates strong organizational commitment to performance management and continuous development.

% of Performance Reviews 2023-2025

2023	2024	2025
94%	94%	94%

The company is committed to fostering its people's professional growth through continuous skill development that aligns with dynamic changes shaping the business. As evidence of this commitment, Ceragon invests in learning and development initiatives for its people. This skill development includes professional courses, seminars, internal training sessions, and global orientations for new joiners.

% of Performance Reviews Across Regions 2025

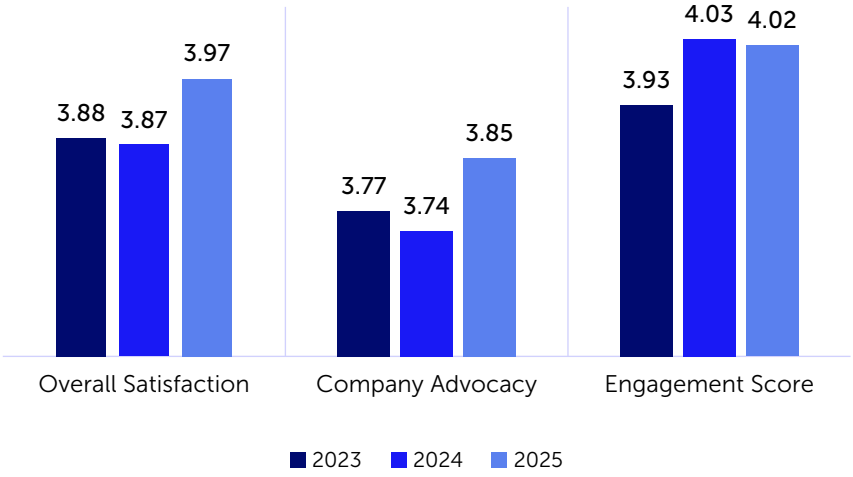


Employee Engagement Survey

Ceragon continues to conduct its annual employee engagement survey through a third-party provider. The survey provides insights into employee perceptions across key areas such as development, leadership, feedback, recognition, and alignment with company strategy.

In 2025, participation remained strong at **84% of the workforce (877 employees)**, reflecting consistent employee engagement with the process.

The survey uses a rating scale ranging from 1 to 5 (with 1 representing a low score and 5 representing a high score). Among other insights, the survey uncovered the following:



- **Overall Satisfaction:** employees' overall satisfaction with Ceragon as a workplace.
- **Company Advocacy:** employees' willingness to recommend Ceragon as a great place to work to friends and family.
- **Engagement Score:** employees' connectivity, motivation and commitment to their work, team, manager, and Ceragon; this is an updated composite metric based on several survey questions and replaces the previously disclosed "stated loyalty" score.

COMMUNITY CONTRIBUTION

We actively participate in the communities in which we live and work, striving to uphold our commitment as responsible corporate citizens. It is crucial for our sustained success to work together to improve and broaden our communication, relationships, and engagement with our local communities.

At Ceragon, we aim to empower our people to make meaningful contributions to their communities. We support initiatives led by our employees and foster a workplace environment that encourages community involvement. Moreover, all volunteer hours are recognized as part of employees' working hours, offering them the chance to give back while fulfilling their professional responsibilities.

We are committed to making a positive difference in our communities because our business thrives when our communities thrive. Each year, we allocate a designated budget for community contributions and dedicate significant support and non-financial resources to improve people's lives. According to our Standards of Business Conduct Policy and Code of Ethics, the use, directly or indirectly, of company funds for political contributions to any organization or to any candidate for public office is strictly prohibited.

Our corporate giving, community engagement initiatives, and volunteering efforts are global and diverse. For example: We organized concentrated volunteer days for agricultural harvesting in the communities in southern Israel that were affected by the Gaza war.

CUSTOMER CENTRICITY

We serve a diverse spectrum of customers globally, including service providers, utilities, public safety organizations, government agencies, energy companies, and more. They trust our expertise in wireless technology and innovative solutions for 5G and 4G broadband connectivity, mission-critical services, and a wide range of applications that capitalize on our high reliability and speed. Ceragon solutions are deployed by over 600 service providers and more than 1,600 private network owners across 130+ countries.

Ceragon provides customers with a dedicated platform for tracking product details and communication, ensuring transparency. Customers can reach out to the company via multiple channels including telephone, email, online contact form, and social media.

Additionally, Ceragon offers customers a wide range of professional interactive training courses and certifications, which are detailed on the company website, and delivered in multiple formats:

- **E-Learning:** This involves self-paced learning with multimedia-rich materials. An excellent option for partners and subcontractors seeking to certify their installers and operations personnel, this is a great tool for training people who are spread around the globe or with limited broadband access.
- **Instructor-Led Training (ILT):** Group sessions conducted face-to-face allow participants to delve into new features, solutions, network management, maintenance, and troubleshooting under the guidance of expert trainers.

- **Virtual Class Training (VCT):** Flexible and cost-effective, these live remote sessions feature hands-on exercises in a virtual classroom led by training experts, utilizing our remote training laboratory.

Customer Relationship Survey

Ceragon actively gathers customer feedback from multiple touch points and promptly incorporates it into business operations. As part of these initiatives, we conduct an annual Customer Relationship Survey (CRS).

The survey results, along with market research details, are regularly reported to the CEO, other senior management members, and our employees. Additionally, we share these findings with relevant business units via internal processes aimed at enhancing customer satisfaction.

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SECURE CONNECTIONS – FOSTERING ACCOUNTABILITY & TRUST

At Ceragon Networks, ethical business conduct is at the core of our operations and serves as the foundation of our commitment to integrity, transparency, and accountability. We adhere to the highest ethical standards, fostering trust with our stakeholders, including employees, customers, partners, and communities. Guided by our Standards of Business Conduct Policy and Code of Ethics and robust governance practices, we ensure compliance with all applicable laws and regulations while promoting fairness, diversity, and respect in every aspect of our business. Through this commitment, we strive to create value responsibly, supporting sustainable growth and reinforcing our role as a trusted global leader in wireless communications solutions.

Our target is to achieve over 90% employee participation in ethics and compliance training.

CORPORATE GOVERNANCE – BOD & LEADERSHIP TEAM

We are committed to upholding transparency and ethical practices in all our operations, ensuring alignment with global standards and regulations. Through robust oversight, risk management, and a proactive approach to compliance, we continuously work to safeguard stakeholder interests and maintain trust. By embedding governance principles into every aspect of our strategy, we aim to drive sustainable growth and long-term value creation.

Our Board of Directors

At the top of Ceragon's corporate governance hierarchy is the Board of Directors. Throughout the year, the Board exercises leadership and conducts regular reviews, evaluations, and oversight to ensure alignment with stakeholder interests. Directors apply their business judgment to promote shareholder interests through engagement with employees, customers, suppliers, and the broader public.

Board Members as of 2025

Ilan Rosen	Chairman of the Board of Directors
Efrat Makov	Independent Director
Shlomo Liran	Independent Director
Rami Hadar	Independent Director
David (Dudi) Ripstein	Independent Director
Yael Shaham	Independent Director
Robert Wadsworth	Independent Director

By Gender	Women	Men	Total
	2 (28.6%)	5 (71.4%)	7
Executive / Non-Executive	Executive	Non-Executive	Total
	0 (0%)	7 (100%)	7
Independent / Non-Independent	Independent	Non-Independent	Total
	7 (100%)	0 (0%)	7

Ceragon Board Committees

The Board operates through four standing oversight committees, each guided by its own charter. These charters clarify their roles and ensure coordinated operations aligned with one another and with the Board as a whole.

- **Corporate Audit Committee:** The role of this committee is to support the organization in fulfilling its governance and oversight responsibilities under The Israeli Companies Law in relation to financial reporting, transactions, internal control structure, risk management systems, and internal and external audit functions.
- **Financial Audit Committee:** This committee's duties include recommending the appointment and compensation of the independent auditor, pre-approving its services, overseeing accounting and financial reporting processes, overseeing audits of financial statements, and addressing complaints related to accounting, internal controls, and auditing.
- **Compensation Committee:** This committee is responsible for establishing executive compensation packages and incentive plans. It must strike a balance between the organization's financial realities and investor expectations, while also creating competitive retention strategies. Ceragon's Share Option and Restricted Stock Unit (RSU) plans are designed to grant equity to our employees, directors, consultants and contractors, in Israel and worldwide, and are administered by our Compensation Committee. Ceragon maintains a performance-based bonus plan, which includes our employees and executive officers.
- **Nomination Committee:** This committee is tasked with identifying and selecting director nominees. All directors are appointed simultaneously at the annual general meeting for a three-year term. If a director's position becomes vacant before the end of the term, a substitute director may be appointed to serve the remainder of that term. Additionally, new directors can be appointed between these three-year terms only if there is a vacancy on the Board.

Board and Committee Participation

Board and Committee discussions in 2025 were highly effective, supported by strong participation. Board attendance remained high, with directors participating in the seven scheduled Board meetings held during the year, in addition to two full-day strategy and business review sessions, except for one director who was absent from one meeting.

Ceragon Senior Management

Doron Arazi	Chief Executive Officer
Ronen Stein	Chief Financial Officer
Ronen Ben-Hamou	Chief Revenue Officer
Oz Zimerman	Chief Marketing Officer & EVP Corporate Development
Dima Friedman	Chief Operating Officer
Michal Goldstein	Chief People Officer
Ulik Broida	Chief Product Officer
Hadar Vismunski-Weinberg	Chief Legal Officer
Ori Shental	Chief Technology Officer

Note: The information presented in the table reflects the status as of the report's publication date and does not necessarily represent the situation as of December 2025, which is the reference date for the rest of the report.

For more information about board members' and senior managements' qualifications and professional experience, see the company's 20F report for 2025.

ETHICS & COMPLIANCE

Standards of Business Conduct Policy and Code of Ethics

As a respected organization and responsible community member with a strong ethical culture, Ceragon is committed to maintaining its values in every aspect of its operations. Our Standards of Business Conduct Policy and Code of Ethics define these values and guide our conduct in relationships with each other, customers, partners, and stakeholders.

Ceragon's Standards of Business Conduct Policy and Code of Ethics emphasize ethical behavior and compliance with laws, integrating these principles into our daily operations and cultural norms. They establish standards for business conduct across areas such as anti-corruption, conflict of interest, export controls, facilitation payments, gifts, hospitality, expenses, third-party risks, and reporting unethical behavior.

Our Standards of Business Conduct Policy and Code of Ethics ensure that integrity, respect, engagement, and performance are embedded in all our practices. We expect employees worldwide to embrace these values and comply with applicable laws, regulations, policies, and procedures. To reinforce this commitment, all employees undergo ethics and compliance training upon joining Ceragon and participate in annual reviews, with a high participation rate of more than 90%.

In 2025, as in every year, the company distributed the Standards of Business Conduct Policy and Code of Ethics to all employees, and 95% reviewed and signed it.

We are also exploring the development of organized dialogs, such as roundtable discussions, to facilitate idea sharing and collaborative thinking among personnel from different divisions. These sessions aim to foster an open and inclusive workplace atmosphere while addressing topics outlined in our Standards of Business Conduct Policy and Code of Ethics. In 2025, we held four global company-wide all-hands meetings. In addition, each region and business unit held quarterly all-hands meetings to support ongoing communication, alignment, and employee engagement across the organization.

Managers and supervisors are role models for ethical behavior, fostering open dialog and maintaining an accessible environment for employee questions on business conduct, ethics, and compliance.

Ceragon also upholds a specific Standards of Business Conduct for Third Parties, aligning with our overarching Standards of Business Conduct Policy and Code of Ethics to promote ethical standards throughout our supply chain. Periodic reviews and updates of our Standards of Business Conduct Policy and Code of Ethics are overseen by our Chief Legal Officer to ensure their ongoing relevance and effectiveness.

Grievance Mechanism

Ceragon is committed to maintaining ethical standards in all aspects of its operations and does not tolerate any violations of its Standards of Business Conduct Policy and Code of Ethics, policies, or any applicable laws by employees or business partners. Reporting and thorough investigation of any alleged misconduct are essential to protect Ceragon's reputation and ensure accountability for all parties involved.

To facilitate this process, we have implemented a whistleblowing system accessible via an internal portal, allowing employees to report concerns anonymously. The confidentiality of whistleblowers and the details of their reports are strictly maintained. A whistleblower policy is also available for subcontractors and suppliers.

Whistleblowing serves as a crucial mechanism to identify and prevent unethical or illegal behavior within the organization, promoting a culture of transparency and integrity that strengthens trust with customers and the public.

In the event of a suspected violation of the Standards of Business Conduct Policy and Code of Ethics, Ceragon conducts an immediate and thorough investigation by the Audit Committee's Chairman and the Chief Legal & Compliance Officer to determine the facts and causes, taking appropriate corrective actions as needed. Ceragon's Chief Legal & Compliance Officer oversees the whistleblowing tool and ensures its effective implementation across the organization.

In 2025, there were no significant complaints to report.

ANTI-BRIBERY & ANTI-CORRUPTION

As an Israeli company registered with the United States Securities and Exchange Commission and publicly traded on the NASDAQ stock exchange, Ceragon is subject to the anti-bribery provisions of the U.S. Foreign Corrupt Practices Act ("FCPA"). Ceragon also is committed to the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.

Employees and third-party representatives working for Ceragon must follow the FCPA and all local laws regarding the prohibition of bribing government officials, including laws in Israel and other jurisdictions that meet global standards. The FCPA also mandates that Ceragon maintains robust internal accounting controls and ensures accurate recording of all transactions.

Ceragon has implemented an Anti-Bribery and Anti-Corruption policy, embedded in our Standards of Business Conduct Policy and Code of Ethics, to combat corruption in all forms, including bribery. The company conducts comprehensive due diligence on suppliers, resellers, and agents using an online due diligence and screening system and thorough internet searches conducted by the legal and compliance department.

Anti-Fraud Measures and Compliance

As part of Ceragon's commitment to strong corporate governance, the company conducts periodic anti-fraud analysis in accordance with the Sarbanes-Oxley Act (SOX) to ensure the effectiveness of its fraud prevention and detection controls. Using the COSO (Committee of Sponsoring Organizations of the Treadway Commission) framework, the company assesses fraud risks related to financial statements and business processes, implementing systematic controls to mitigate these risks. Management continuously improves fraud prevention measures by integrating recommendations from fraud risk surveys into policies, controls, and work processes. The company's Anti-Fraud Program, including the Anti-Fraud Analysis Memorandum, ELC document, and Fraud Risk Matrix, ensures compliance with SOX Section 404 and strengthens internal control over financial reporting.

In 2025, there were no significant cases of bribery or corruption reported.

Conflict of Interest

Ceragon's success is built upon its commitment to act with the highest ethical standards and to conduct business honestly and legally. All employees must avoid conflict of interest situations between their direct or indirect (including immediate family) personal interests and the interest of the company.

The company has specific documents and policies that set the standards of Ceragon's business conduct, including the company's approach to conflict of interest, 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 Standards of Business Conduct Policy and Code of Ethics.

HARASSMENT & DISCRIMINATION PREVENTION

At Ceragon, we are committed to fostering a safe, respectful, and inclusive workplace by implementing proactive measures to eliminate discrimination and prevent harassment. To support this commitment, we promote in-house training programs designed to raise awareness and educate employees on recognizing and addressing inappropriate behavior. By embedding these practices into our culture, we strive to ensure dignity and respect for everyone at Ceragon.

The company's Chief People Officer serves as an anti-harassment officer. Any employee can reach out anonymously through the whistleblower system or grievance mechanisms to raise concerns or provide feedback. Our Whistleblower Policy covers complaints from employees, officers, directors and consultants, and is also available for subcontractors and suppliers. A reporting channel is also available through Ceragon's Portal. Complaints can be submitted anonymously or by name to the compliance officer, the Chairman of the Corporate Audit Committee, or the relevant management team member, and are handled appropriately by the company. We ensure that all parties involved receive an immediate and appropriate response.

In 2025, there were no material incidents of harassment.

Financial Laundering

Ceragon maintains a zero-tolerance policy regarding the establishment or continuation of business relationships where there is suspicion that a customer intends to use Ceragon's products or services for money laundering or terrorist financing purposes. Overall, Ceragon is committed to minimizing the risk of being involved in any form of money laundering or terrorist financing to the fullest extent possible and in compliance with all applicable laws and regulations.

ETHICAL MARKETING & FAIR DEALING

At Ceragon, ethical marketing is at the core of our commitment to integrity and transparency. We prioritize honesty and accuracy in our communications, ensuring that all marketing materials provide clear, factual, and unbiased information. Our practices emphasize respect for customer privacy, cultural sensitivity, and compliance with regulatory standards. By fostering trust through responsible messaging and fair representation, we aim to build long-lasting relationships with our stakeholders while promoting sustainable growth and aligning with our core values of accountability and fairness.

Employees must endeavor to deal honestly, ethically, and fairly with the company's customers, suppliers, competitors, employees and colleagues. No employee should take unfair advantage of others through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair dealing practice.

Honest conduct is defined as conduct that is free from fraud or deception. Ethical conduct is defined as conduct that conforms to accepted professional standards of behavior.

Anti-Competitive Behavior – GRI 206-1 (SASB Table, TC-TL-520a.3)

	2023	2024	2025
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	0	0	0

Incidents of Non-Compliance Related to Marketing Communications – GRI 205-3

	2023	2024	2025
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications (including advertising, promotion, and sponsorship), classified by their result (fine or warning)	0	0	0

Marketing and Labeling – GRI 417-1,2

	2023	2024	2025
Incidents of non-compliance concerning product and service **information and labeling**	0	0	0
Incidents of non-compliance concerning **marketing communications**	0	0	0

RISK MANAGEMENT

Ceragon manages risks in accordance with its established risk management approach. Each of the company's senior management members reports relevant risks during management meetings. As part of our regular business operations and in compliance with applicable laws, management reviews the company's key risks through a risk assessment and discloses these risk factors in the annual report filed with the U.S. Securities and Exchange Commission.

COSO ICIF: Under the oversight and participation of our management team, we evaluate the effectiveness of our internal controls over financial reporting, following the Internal Control – Integrated Framework (ICIF) set forth (and refreshed in 2013) by the Committee of Sponsoring Organizations of the Treadway Commission (COSO). Additionally, we conduct a risk assessment for every representative engaged by the company.

Climate Change Risks and Opportunities Management: In 2024 we initiated a climate risk assessment, conducted with the guidance of external consultants aligned with the TCFD (Task Force on Climate-Related Financial Disclosures) framework.

Emergency Continuity Plan: We have adopted a Business Continuity Plan for emergency scenarios that include defined back-up teams, and agile response strategies tailored to various sectors. By integrating advanced technologies, we aim to fortify emergency preparedness and maintain uninterrupted operations during unforeseen events. Ceragon remains dedicated to continuous improvement in these areas, aligning with the industry's best practices and regulatory standards.

RESPONSIBLE SUPPLY CHAIN & PROCUREMENT

We understand that our purchasing decisions impact not only the environment but also the people in our supply chain and local communities where suppliers operate. To ensure that our suppliers align with Ceragon's values and share our commitment to ethical and lawful practices, we have implemented a Standards of Business Conduct for Third Parties and a supplier risk identification process.

Ceragon's ESG Policy applies to all of Ceragon's operations, including key suppliers and contractors worldwide. In addition, our procurement policy promotes socially responsible, environmentally sustainable, and safety-conscious purchasing practices. We expect our suppliers to comply with all relevant local, national, and international health and safety standards applicable to the workplace.

Standards of Business Conduct for Third Parties

Ensuring Ceragon's suppliers maintain integrity is vital for delivering quality products and services. We are committed to cultivating the best global supply partners who exhibit high ethical standards and meet our customers' needs for timeliness, cost-effectiveness, and technical expertise.

To strengthen our business relationships, we have implemented our Standards of Business Conduct for Third Parties. This document articulates our expectations for responsible business

behavior and outlines principles that suppliers are expected to follow when collaborating with Ceragon. It promotes lawful, professional, and equitable practices, emphasizing adherence to business ethics.

Furthermore, our supplier contracts mandate compliance with the United Nations International Labor Standards on employees' rights, as well as compliance with relevant local and international health and safety regulations in the workplace. Additionally, we require the use of environmentally friendly materials to promote sustainable practices across our supply chain.

Ceragon requires its suppliers and subcontractors to adhere to health and safety principles, including local laws and regulations. Subcontractors are expected to undergo a Ceragon training program. In addition, we encourage our suppliers to be ISO 45001 certified. We also encourage our suppliers to achieve ISO 14001 and ISO 9001 compliance, and all relevant incoming suppliers must be REACH compliant.

Additionally, Ceragon employs a due diligence process for engaging with third parties such as suppliers and vendors. This process helps identify and mitigate risks related to fraud, corruption, modern slavery, conflicts of interest, and other ethical concerns.

Ceragon conducts a thorough due diligence process for its agents and representatives according to its policy that sets the mandatory process for selecting, approving, and appointing candidate agents and representatives. The policy also defines the steps to be taken from the first introduction of a candidate agent or representative until a Representative Agreement is signed, including any changes to status or terms of engagement.

Looking ahead, we will continue to foster collaboration through exchange meetings with strategic supply chain partners and dedicated Sustainability and Information Security Sessions. These sessions provide a platform for us to directly communicate policies and guidelines, ensuring the dissemination of the latest measures and reinforcing our shared commitment to ethical and sustainable business practices.

Supplier Risk Assessment

In addition to our Standards of Business Conduct for Third Parties, we regularly perform supplier compliance assessments and quality audits to verify adherence to our standards and expectations.

Starting in 2023, Ceragon has implemented supply chain audits (covering approximately 250 suppliers and 5 primary manufacturers). The company developed a strategic audit plan focusing on critical suppliers essential to its business operations. Each year, Ceragon conducts several physical inspections of selected supplier sites, using rotation to ensure coverage of key suppliers.

The supplier compliance assessment may include, as relevant:

- **Compliance with ISO 9001 standards (mandatory):** ISO 9001 is globally recognized as the standard for quality management systems (QMSs). It contributes indirectly to sustainability by supporting evaluations of quality, environmental, social, and governance practices.
- **Compliance with ISO 14001 standards (voluntary):** Focusing on environmental management systems, enhanced resource efficiency, waste reduction, and environmental hazard prevention.

- **Compliance with ISO 45001 standards (voluntary):** Suppliers must manage workplace safety risks, hazards, practices, training, and hazardous materials responsibly. They are expected to adopt environmental management principles to address environmental risks and comply with relevant environmental, health, and safety laws to protect their personnel and stakeholders.
- **Compliance with REACH and RoHS requirements:** Protecting human health and the environment from hazardous substances.
- **Compliance with sustainability indicators:** Ceragon selects sustainability metrics aligned with telecommunications sector standards from ESG rating agencies, covering areas such as waste management, greenhouse gas emissions, carbon footprint, data security, ethics, diversity and inclusion, labor practices, safety incidents, child labor, supplier terms, training, community relations, etc.

We address climate-related challenges in our supply chain by conducting risk assessments across the supply chain and implementing business continuity measures. These include provisions to prevent supply chain disruptions caused by weather-related disasters, such as floods, water shortages, and landslides, as well as long-term outages of critical lifelines like electricity, gas, and water. Additionally, we enhance the resilience of backup power systems in data centers to ensure operational continuity in adverse conditions.

Conflict Minerals

Ceragon's manufacturing operations involve essential minerals that could potentially become scarce or more expensive over time due to limited supply, political sanctions, government actions, or increased demand. These minerals – including tin, tantalum, tungsten, and gold (collectively known as 3TG) – are commonly referred to as "conflict minerals." The U.S. Securities and Exchange Commission (SEC) has established annual disclosure requirements for these minerals.

Ceragon is dedicated to responsibly sourcing minerals throughout its global supply chain and complying with SEC regulations. Publicly traded companies are obligated to disclose annually their use of specific conflict minerals in their products.

We prioritize sourcing components and materials from suppliers who share our core values of respecting human rights, ethical standards, and environmental responsibility.

Ceragon submits an annual report to meet SEC disclosure requirements. We collaborate closely with our suppliers to conduct reasonable inquiries into the country of origin and perform due diligence to assess the potential presence of conflict minerals in our supply chain and products. This information is available to our employees, suppliers, and other stakeholders through our publicly accessible website.

In 2025, Ceragon surveyed 101 suppliers and received 99 responses, representing a 98.02% response rate. Of these, 84 suppliers (84.85%) reported that their products may contain 3TG minerals (tin, tantalum, tungsten, and gold), while 15 suppliers (15.15%) reported that their products do not contain 3TG minerals. Ceragon used the Conflict Minerals Reporting Template (CMRT, version 6.5) developed by the Responsible Minerals Initiative (RMI) to collect smelter

and refiner data. A third-party provider supported supplier communications, training, and response collection. Ceragon reviewed supplier responses for accuracy and compared listed smelters against RMI's verified and audit-in-process facilities. As a downstream company with a complex supply chain, Ceragon relies on its suppliers to provide accurate information regarding the source and chain of custody of minerals used in its products and remains committed to responsible mineral sourcing practices.

Local Procurement

We prioritize local procurement, recognizing that while it may sometimes come at a higher cost, it offers significant benefits such as reduced transportation expenses, faster delivery, and support for the local economy. Our commitment to local sourcing is guided by both quality considerations and economic feasibility.

Green Procurement Policies

Our green procurement policies prioritize the acquisition of environmentally friendly items, emphasizing remote sustainable procurement practices. We favor suppliers who demonstrate environmental consciousness, utilize low-impact manufacturing processes, and provide sustainable parts and materials, aligning with our commitment to minimizing environmental impact throughout our supply chain.

DATA SECURITY & CYBERSECURITY

Ceragon aims for excellence in every aspect of its security mission. We are dedicated to fostering a workplace characterized by a robust security culture, clearly defined requirements and expectations, and the necessary skills and training to carry out our responsibilities effectively.

We acknowledge our duty to protect the information assets entrusted to us by our customers, business partners, and employees. This commitment is integral to maintaining the quality of our products and services. Ceragon places significant emphasis on security, encompassing both information security and cybersecurity, as a critical priority.

To support the implementation of diverse group-wide measures, we have introduced an information security management system and a comprehensive set of procedures, which we continually maintain and enhance.

Information Security Practices

To ensure the protection of information assets and the delivery of secure products, systems, and services, Ceragon adheres to the following approach:

- Conducting security audits and certifications using globally recognized frameworks and certification bodies, such as the ISO 27001 standard.
- Conducting annual risk assessments performed by an external company, followed by detailed risk analysis. Based on survey findings, an annual work plan is developed.

- Requiring all employees to complete annual security awareness training to reinforce their responsibilities in preventing security breaches. Ceragon monitors training participation rigorously. If an employee fails to complete the training on time, their access to the company's systems is suspended, thus preventing them from continuing their work.
- Organizing information security quizzes with prizes to engage employees and enhance their knowledge.
- Running an information security awareness program that includes annual penetration tests conducted by a third-party organization to evaluate vulnerability risks.

Information Security Incidents

Information security incidents are reported and carefully analyzed. Ceragon then conducts a comprehensive risk management assessment, integrating the findings into company-wide measures, while also evaluating the impact of these incidents.

Cyberattacks

As cyberattacks become more complex and sophisticated, Ceragon prioritizes safeguarding the information assets entrusted to us by customers, business partners, and employees. We have implemented a comprehensive cybersecurity management framework, supported by consistent global measures and advanced analysis.

Our proactive measures include:

- Frequent security training sessions on cyberattacks and phishing to empower employees in their security roles. Each training concludes with a test, and those who do not pass are required to retake it until successful.
- Regular internal and external cybersecurity audits, including vulnerability scans and testing, to detect potential threats.
- Engagement with external information security firms to bolster defenses against cyberattacks and to support knowledge security, cloud security, and intelligence management during cyber incidents.
- Regular communication and updates to employees to heighten awareness and vigilance.
- Ongoing investment in internal resources and capabilities for proactive and reactive measures to enhance responses to fraud and cybercrime attempts.
- Cyberattack insurance coverage to mitigate risks associated with such incidents.

Data Privacy

Although collecting and processing data is not at the center of Ceragon's core business functions, the company acknowledges that it is a necessary 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.

When sharing data with third parties, Ceragon requires adherence to the company's cybersecurity standards. The data is protected in accordance with applicable federal, state, and international laws, as well as contractual requirements and industry best practices.

Our employee privacy statement is founded on the principles of notice and transparency. Employees contribute to our data privacy management goals through regular training in data security and ethics. Additionally, we conduct continuous audits of our privacy controls and practices to verify their effectiveness.

Ceragon's Chief Information Security Officer (CISO) conducts regular data security briefings with business partners to minimize information leaks and protect customer data. Ceragon also provides guidance on cyber threat risks and countermeasures to prevent breaches and has a specialized global team that handles the investigation and resolution of product security vulnerabilities. The team also encourages independent researchers, organizations in the industry, vendors, customers, and other concerned sources to report any security issues related to their products or networks.

Data Privacy – Sustainability Accounting Standards Board (SASB) Table

Metric	Code	2024 response	2025 response
Number of customers whose information is used for secondary purposes	TC-TL-220a.2	NA	NA
Total amount of monetary losses as a result of legal proceedings associated with customer privacy	TC-TL-220a.3	0	0
1. Number of law enforcement requests for customer information	TC-TL-220a.4	0	0
2. Number of customers whose information was requested		0	0
3. Percentage resulting in disclosure		0	0

NA = not applicable.

During training, policies are sent to employees and learning sessions are conducted.

INNOVATION

Ceragon Networks is recognized for its commitment to innovation in wireless communications technology, continually pushing the boundaries of high-capacity and high-efficiency backhaul solutions. The company leverages cutting-edge microwave and millimeter-wave technologies to support the growing demands of 5G, IoT, and beyond. Ceragon invests heavily in research and development, pioneering solutions like multicore chipsets, advanced antenna systems, and dynamic bandwidth allocation to enhance network performance and reduce operational costs. Its focus on innovation ensures that its solutions are future-proof, scalable, and designed to meet the evolving needs of customers in a rapidly changing digital landscape.

In 2025, Ceragon Networks invested **$30.4** million in research and development (R&D), representing **9.0%** of its annual revenues.

In 2025, Ceragon received the following research and development grants:

- **Magneton Plan with Ben-Gurion University:** Ceragon applied under the Magneton Plan with Ben-Gurion University for a project titled "Identifying and classifying communications network fault locations." This program was approved, and the total grant amounts to approximately **$0.3 million** over a two-year period, beginning in March 2025. As of the end of 2025, the company has received approximately **$0.2 million** under this grant.
- **UNITY-6G Horizon Europe Project:** Ceragon is a partner in the UNITY-6G project under the Horizon Europe program, which focuses on addressing energy-efficiency and sustainability challenges in networked services. The project started in January 2025, and Ceragon is expected to receive approximately **$0.8 million** in funding over a three-year period. As of the end of 2025, the company has received approximately **$0.6 million**, with an additional amount expected during 2026.
- **Magneton Plan with Universidad Carlos III de Madrid:** In 2025, Ceragon applied under the Magneton Plan with Universidad Carlos III de Madrid for a project titled "Optimizing TX Power." This program was approved and started in March 2026. The total grant amounts to approximately **$0.4 million** over a two-year period.

These investments and grants reflect Ceragon's continued commitment to advancing its technological capabilities, fostering collaboration with academic and international partners, and supporting innovation in next-generation communications technologies.

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ABOUT THIS REPORT

The Ceragon 2025 Sustainability Report provides a comprehensive overview of Ceragon's objectives and achievements in environmental responsibility, social and organizational management, and governance performance.

This report represents Ceragon's fourth sustainability update. Unless otherwise noted, the quantitative and qualitative data presented here reflects Ceragon's activities from January 1, 2025, to December 31, 2025, in accordance with Ceragon's financial reporting period.

Ceragon aims to issue annual updates on sustainability. This report was written in reference to the latest standards set by the Global Reporting Initiative (GRI) and aligns with the guidelines of the Sustainability Accounting Standards Board (SASB). As our reporting framework evolves, we will strive to expand the scope of our disclosures.

Published online in 2026, we encourage readers to consider the environment and refrain from printing this report.

For further inquiries about this report, please visit our website at www.ceragon.com or contact:

Chief ESG Officer
Hadar Vismunski-Weinberg
hadarv@ceragon.com

Report written by:
Michal Arlosoroff
Michal.ar@outlook.com

Orit Braverman
orit.braverman@arioz.co.il

You can learn more about our ongoing ESG journey by visiting the Sustainability and Corporate Governance section of our website, where we provide additional information on our ESG commitments, activities and progress.

Forward-Looking Statement

This report includes forward-looking statements concerning our anticipated future performance, encompassing our ESG goals, commitments, programs, and other business plans, initiatives, and objectives. These statements are based on current information available to us and reflect management's beliefs, assumptions, estimates, or projections. They do not guarantee future events or outcomes.

Given their nature, these forward-looking statements involve risks and uncertainties that are subject to changes in circumstances and rely on assumptions that are challenging to predict and often beyond our control. As a result, actual results may materially differ from the predictions and assessments presented in this report.

Factors that could affect these forward-looking statements include, but are not limited to, those described in Ceragon's 2025 Annual Report on Form 20-F, published on April 15, 2026, and filed with the U.S. Securities and Exchange Commission, particularly in the Risk Factors section, as well as in other subsequent filings that Ceragon may make from time to time with the U.S. Securities and Exchange Commission.

Ceragon's public filings are accessible on the U.S. Securities and Exchange Commission's website at www.sec.gov and can also be obtained from Ceragon's website at www.ceragon.com.

All forward-looking statements are made as of today (unless otherwise specified), and we undertake no obligation to update such statements, whether due to new information, future events, or other factors.

07// DISCLOSURES

GRI DISCLOSURE INDEX

Topic	GRI Disclosure	Location
General Disclosures		
Organizational details	2-1	About Ceragon
Reporting period, frequency, and contact point	2-3	About This Report
Activities, value chain, and other business relationships	2-6	About Ceragon
Direct and indirect economic value generated	201-2	Our Economic Impact
Strategy, Policies & Practices		
Statement on sustainable development strategy	2-22	Connecting the Dots
Policy commitments	2-23	Secure Connections
Processes to remediate negative impacts	2-25	Secure Connections
Mechanisms for seeking advice and raising concerns	2-26	Secure Connections
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Role of the highest governance body in sustainability reporting	2-14	Secure Connections
Communication of critical concerns	2-16	Secure Connections
Operations assessed for risks related to corruption	205-1	Secure Connections
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Confirmed incidents of corruption and actions taken	205-3	Secure Connections
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Energy policies and commitments	103-1	Connecting Sustainably
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Topic	GRI Disclosure	Location
Emissions		
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Waste generated	306-3	Connecting Sustainably
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New employee hires and employee turnover	401-1	Empowering Connectivity
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Worker participation, consultation, and communication on occupational health and safety	403-4	Empowering Connectivity
Worker training on occupational health and safety	403-5	Empowering Connectivity
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Percentage of employees receiving regular performance and career development reviews	404-3	Empowering Connectivity
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Topic	GRI Disclosure	Location
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Human Rights Assessment		
Operations that have been subject to human rights reviews or impact assessments	412-1	Empowering Connectivity
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Negative social impacts in the supply chain and actions taken	414-2	Empowering Connectivity
Customer Health and Safety		
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SASB DISCLOSURE INDEX

Topic	SASB Disclosure	Location
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Data Security	TC-TL-230a.2	Secure Connections
Product End-of-Life Management	TC-TL-440a.1	Connecting Sustainably
Managing Systemic Risks from Technology Disruptions	TC-TL-550a.2	Secure Connections

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 and 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 provide 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