

CERAGON

SUSTAINABILITY REPORT 2024

TABLE OF CONTENTS

A Message from Our CEO 3

About Ceragon Networks 4

- Corporate Information 5
- Ceragon's Products 6
- Innovation and Sustainability in Product Development 7
- Organizational Structure 8
- Global Market Presence 9
- Ceragon at a Glance 10
- Mission, Vision and Core Values 11

Connecting the Dots - Our Sustainability Approach 14

- ESG Management 16
- 2024 ESG Highlights 18
- Our Economic Impact 19
- Memberships in Associations and Participation in Leading Forums 20
- Stakeholders Dialog 21

Connecting Sustainably - Building a Greener Network 23

- Environmental Sustainability Commitment and Management 24
- Environmental Awareness and Culture 26
- Energy Efficiency and GHG Emission Reduction 27
- GHG Emissions Calculation Data 28
- Waste Management 31
- Our Journey Toward Friendly Environment Packaging 33
- Protecting our Water 34

Empowering Connectivity - Building Stronger Communities 35

- Our Commitment to Employees: Building Connections, Empowering People 37
- People's Continuous Communication and Open Dialog 39
- Health and Safety 40
- Diversity and Inclusion 45
- People Development and Engagement 51
- Community Contribution 54
- Customer Centricity 55

Secure Connections - Fostering Accountability and Trust 57

- Corporate Governance - BOD and Leadership Team 59
- Ethics and Compliance 62
- Anti-Bribery and Anti-Corruption 63
- Harassment and Discrimination Prevention 64
- Ethical Marketing and Fair Dealing 65
- Risk Management 66
- Responsible Supply Chain & Procurement 67
- Data Security and Cybersecurity 71
- Innovation 74

About This Report 75

- Forward Looking Statement 77

Disclosures 78

- GRI Disclosure Index 79
- SASB Disclosure Index 82

A MESSAGE FROM OUR CEO



I am pleased to present Ceragon's third annual ESG Report - a testament to our ongoing commitment to transparency, responsibility, and progress. This report reflects our dedication to sharing our ESG commitments and achievements in ESG openly with all stakeholders. We believe true sustainability requires clarity, accountability, and continuous engagement with those impacted by our actions and who help shape our direction.

At Ceragon, we are focused on shaping a future that is both connected and sustainable. While our core business is delivering advanced wireless connectivity solutions, we understand that our broader responsibility lies in how we operate. We see sustainability - encompassing environmental stewardship, social well-being, and sound governance - as integral to how we define success. These values are embedded in our strategy and guide our actions every day.

This report outlines our progress across a wide range of ESG areas. Whether it's reducing our environmental impact, nurturing a respectful, safe, and supportive workplace, or upholding high ethical standards, we have taken deliberate steps to align our operations with our values. We recognize that these aspects are interconnected - and that by strengthening them, we enhance both our business and the world around us.

We also understand that promoting sustainability comes with challenges. Yet, we know this is not only what our stakeholders expect - it is what we expect from ourselves. integrating environmental, social, and governance values into our business is a continuous journey - one that requires persistence, investment, and innovation. It is a path we are committed to, because we believe it will drive long-term resilience across our business performance, environmental impact, social contribution, and ethical leadership.

At Ceragon, we've made significant strides in embedding sustainability into our product innovation - delivering smarter, efficient and environmentally responsible solutions that meet our customers' evolving expectations. In 2024, we initiated a climate risk assessment in collaboration with external experts, aligned with the TCFD (Task Force on Climate-related Financial Disclosures) framework.

Our progress in ESG is the result of hard work, collaboration, and a shared sense of purpose. I want to extend my sincere appreciation to the managers and teams across the company who are leading these efforts with dedication and professionalism.

Thank you for taking the time to read this report. I hope you find it both informative and inspiring as we continue moving forward - together - toward a more sustainable future.

Sincerely,
Doron Arazi,
CEO, Ceragon Networks

ABOUT CERAGON NETWORKS



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 & 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, energy companies. All of whom 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 & 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 communication network use cases, optimized to lower Total Cost of Ownership (TCO) through minimal use of spectrum, power, real estate, and labor resources - driving simple, quick, and cost-effective network modernization and positioning Ceragon as a leading solutions provider for the "connectivity everywhere" era.

Traditionally, wireless communication 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 multi-core 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

Ceragon Networks specializes in wireless connectivity solutions that enable fast, reliable, and cost-effective data transmission for communication networks. Our products include advanced microwave and millimeter wave technologies designed to support 4G, 5G, and beyond. These solutions provide high-capacity connectivity for mobile operators, service providers, and private networks, helping to improve network performance, reduce latency, and expand coverage in urban, sub-urban and rural areas. Ceragon's offerings are crucial for enabling seamless broadband experiences and supporting the growing demand for high-speed data.

CERAGON NETWORKS OFFERS A RANGE OF PRODUCT PLATFORMS DESIGNED TO MEET DIVERSE WIRELESS CONNECTIVITY NEEDS:

+ **IP-50 Platform:** Includes products like the IP-50GP, IP-50C, IP-50CX, IP-50E, IP-50EX and IP-50EXP providing high-capacity point-to-point wireless backhaul solutions.
+ **IP-100E:** Ceragon has invested in a new chipset which incorporates multi-cores in a chipset and was launched in 2024. This is integrated into our IP-100E product line which was launched during 2025 and will be in mass production and productization during 2026, offering industry-leading performance and capacity.
+ **PointLink Platform:** Tailored for stabilized wireless connectivity, this platform comprises the PointLink Access, PointLink Short-Haul, and PointLink Long-Haul products.
+ **Siklu by Ceragon:** Following the acquisition of Siklu, Ceragon expanded its millimeter wave offerings with the EtherHaul 8010/8020 point-to-point solutions, and the MultiHaul TG point to multipoint solutions, catering to various deployment scenarios.
+ **E2E by Ceragon:** Delivers comprehensive engineering services, including RF studies, link analysis, network optimization, site surveys, and full network design. Ceragon's end-to-end services support spans wireless and tower projects - from initial consultation and frequency planning to tower design, material procurement, licensing, installation oversight, and final system commissioning. With deep technical expertise and seamless project management, E2E by Ceragon ensures precision execution and reliable network performance.
+ **Network Management Systems:** Ceragon's veteran NetMaster platform and the next-generation Ceragon Insight software platform enable our customers to manage their networks effectively.
+ **Ceragon's Network Digital Twin:** A software solution that creates a virtual replica of a customer's physical network, enabling real-time analysis, simulation, and optimization. The platform, built by Ceragon, delivers interactive, data-driven insights through advanced modeling, telemetry integration, and vendor-agnostic design.

  It proactively identifies weak spots, energy inefficiencies, capacity risks, and redundancies—helping operators reduce costs, strengthen resilience, and optimize expansion planning. This leads to fewer site visits and measurable CAPEX and OPEX savings.

  Ceragon continues to evolve the solution to support critical private network requirements, including IoT protocols and selected device integrations.

These product families are designed to address various deployment scenarios, ensuring efficient and reliable wireless connectivity across different industries and applications.

INNOVATION & SUSTAINABILITY IN PRODUCT DEVELOPMENT

Customers are increasingly seeking innovative and sustainable products that optimize energy consumption, efficiency, product size, weight, and recyclability. They expect solutions that minimize environmental impact while maintaining high performance.

At Ceragon, we embrace this challenge as an opportunity to deliver greater value to our customers while reinforcing our leadership in innovation and sustainability. By integrating sustainability considerations into our product development, we not only reduce costs but also deliver solutions that are both affordable and environmentally responsible.

OUR COMMITMENT TO SUSTAINABILITY IS REFLECTED IN SEVERAL GROUNDBREAKING INNOVATIONS:

1 | Multi-Core Technology for Energy Efficiency

Ceragon developed a world-leading multi-core modem that significantly reduces power consumption. This innovation has been extended to our millimeter wave products, including the IP-50 series, which require fewer resources for production, distribution, and installation.

In addition, Ceragon developed a multi-core chipset, now embedded in our IP-100E product line, which delivers the same efficiency benefits. As a result, these solutions are more energy-efficient and environmentally friendly, while also optimizing costs for our customers.

2 | Pioneering the All-Outdoor Solution

Traditionally, wireless communication systems required both an outdoor unit near the antenna and an additional indoor unit at the business premises. This dual-unit approach increased complexity, infrastructure needs and energy consumption. Ceragon was the first to introduce an **all-outdoor multi-core** solution, eliminating the need for a separate 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 competitor.

3 | Intelligent Power Optimization

Leveraging Ceragon's AI-based Network Management Systems, our radio products use advanced algorithms to dynamically adjust power according to system requirements. This intelligent power tuning maximizes energy efficiency while maintaining performance, significantly lowering overall consumption.

4 | Compact, Low-Power Product Design

Through advanced engineering, Ceragon unified digital and analog components into a single card, reducing complexity and resource usage. This breakthrough enabled the development of **smaller, lighter, and more energy-efficient** products, now marketed under the **IP-50EX** series.

5 | Ceragon Insight – Smart Energy Management

Our **Ceragon Insight** management software incorporates an intelligent algorithm that optimizes product performance to further reduce energy consumption.

6 | Ceragon's Network Digital Twin

Ceragon's **Network Digital Twin** empowers operators to reduce energy consumption by identifying underutilized or redundant network elements, optimizing traffic routing, and simulating greener configurations before deployment. By enabling data-driven decisions, network digital twins help telecom providers lower their carbon footprint, support sustainability goals, and achieve operational efficiency without compromising performance.

In addition to product innovation, Ceragon is committed to reducing its environmental footprint by **minimizing packaging waste**. We have reduced material usage by replacing printed instruction manuals with digital versions accessible via QR codes and have increased the use of recyclable and biodegradable materials. Read more about our packaging improvements in our Waste Management sub-section.

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

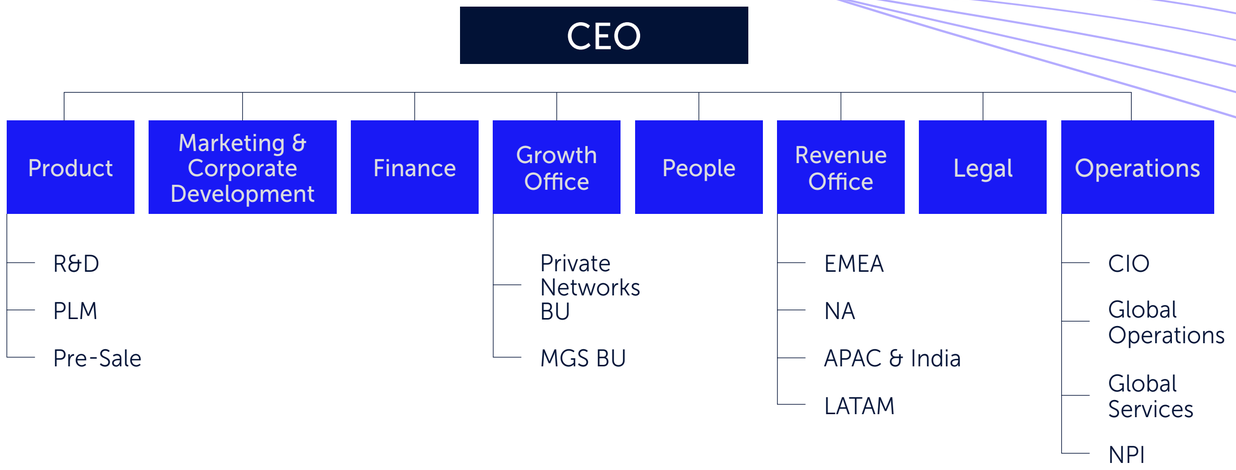
ORGANIZATIONAL STRUCTURE

Ceragon Networks Ltd. has undergone several organizational changes since its inception in 1996.

AS OF JANUARY 2025, THE COMPANY'S ORGANIZATIONAL STRUCTURE CONSISTS OF THE FOLLOWING KEY ELEMENTS:

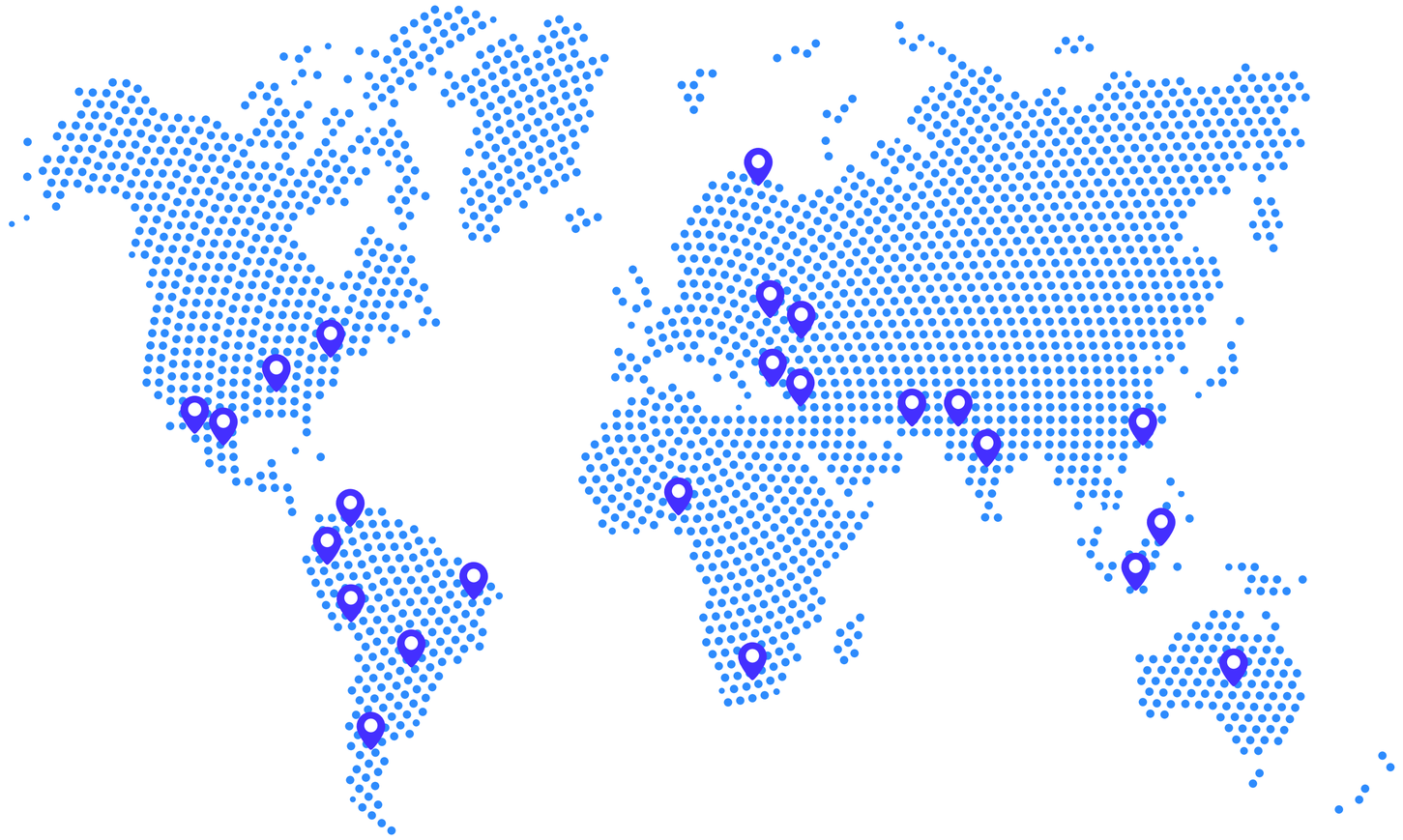
+ **Executive Leadership**
+ **Global Sales Organization** - Ceragon's worldwide sales are organized under the leadership of the Chief Revenue Officer and the Chief Growth Officer, who also oversees the Private Networks Unit. The organization is divided into four geographical regions: North America I Latin America I India and Asia Pacific I Europe and Africa.
+ **Operations** - The Operations Division oversees manufacturing, supply chain, logistics, 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.
+ **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

The company is headquartered in Rosh Ha'Ayin, Israel. As of January 2025, Ceragon operates 24 sites worldwide, including offices, warehouses and storage facilities.



TOTAL REVENUES BY REGION (IN $ THOUSANDS):

	2022	2023	2024
North America	67,108	95,573	89,945
Europe	42,909	42,421	54,196
Africa	19,324	19,602	10,762
Asia Pacific and Middle East	32,970	35,033	34,530
India	80,957	107,354	167,550
Latin America	51,905	47,196	37,207
Total sales	295,173	347,179	394,190

ANNUAL REVENUE
$394.2M

OPERATING PROFIT
$48.8 M
(Non-GAAP basis)

NET INCOME
$36.4 M
(Non-GAAP basis)

EMPLOYEES
1,056

CERAGON AT A GLANCE



OUR MISSION

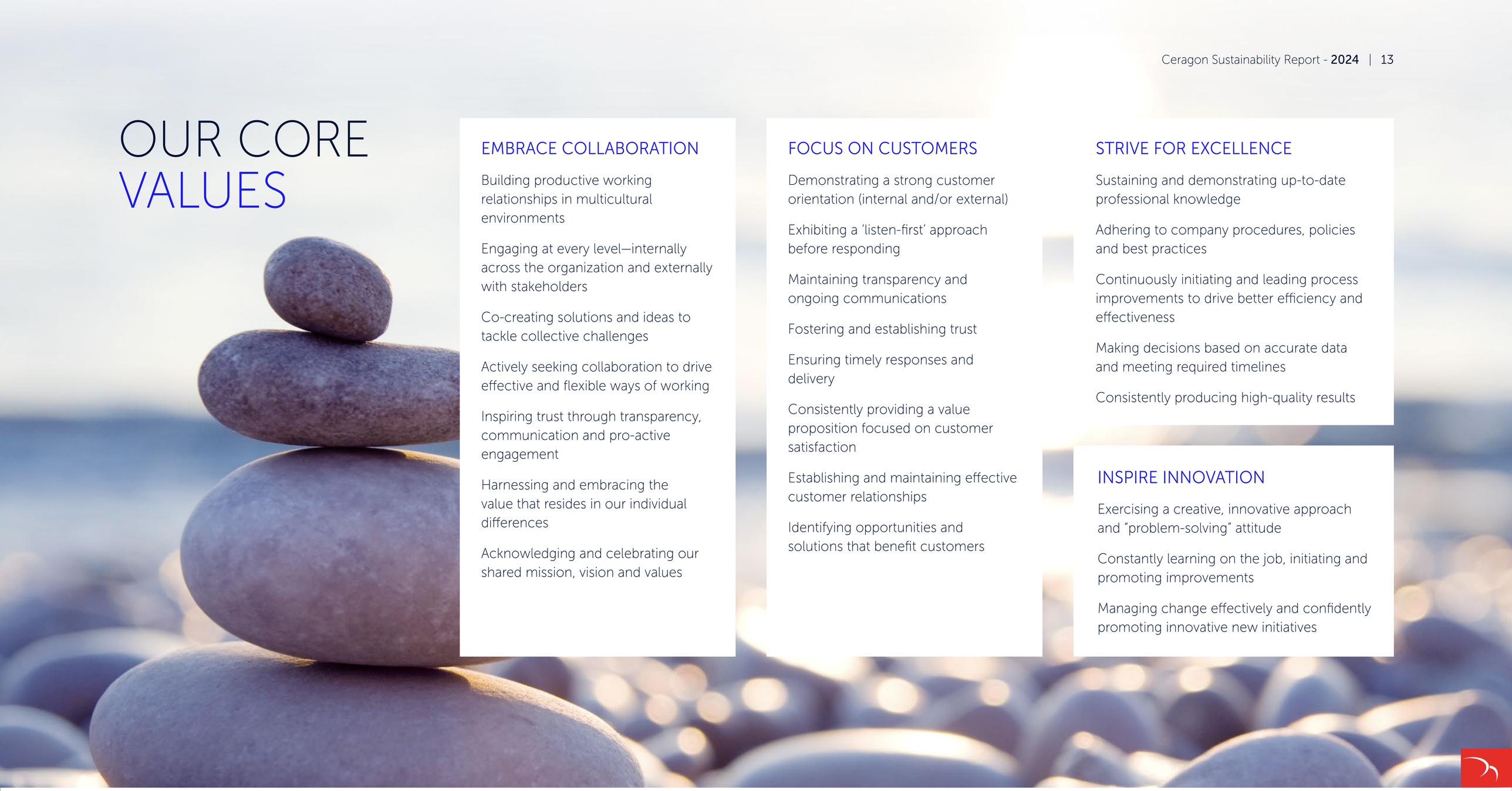
To take our customers further by providing cutting-edge wireless technologies and services for the networks of tomorrow

OUR VISION

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



OUR CORE VALUES



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 pro-active engagement

Harnessing and embracing the value that resides in our individual differences

Acknowledging and celebrating our shared mission, vision and values

FOCUS ON CUSTOMERS

Demonstrating a strong customer orientation (internal and/or external)

Exhibiting a 'listen-first' approach before responding

Maintaining transparency and ongoing communications

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

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

INSPIRE INNOVATION

Exercising a creative, innovative approach and "problem-solving" attitude

Constantly learning on the job, initiating and promoting improvements

Managing change effectively and confidently promoting innovative new initiatives



CONNECTING THE DOTS

OUR SUSTAINABILITY APPROACH

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, empowering service providers, enterprises, and governments to expand networks responsibly, and reduce environmental impacts through cutting-edge wireless solutions.

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.

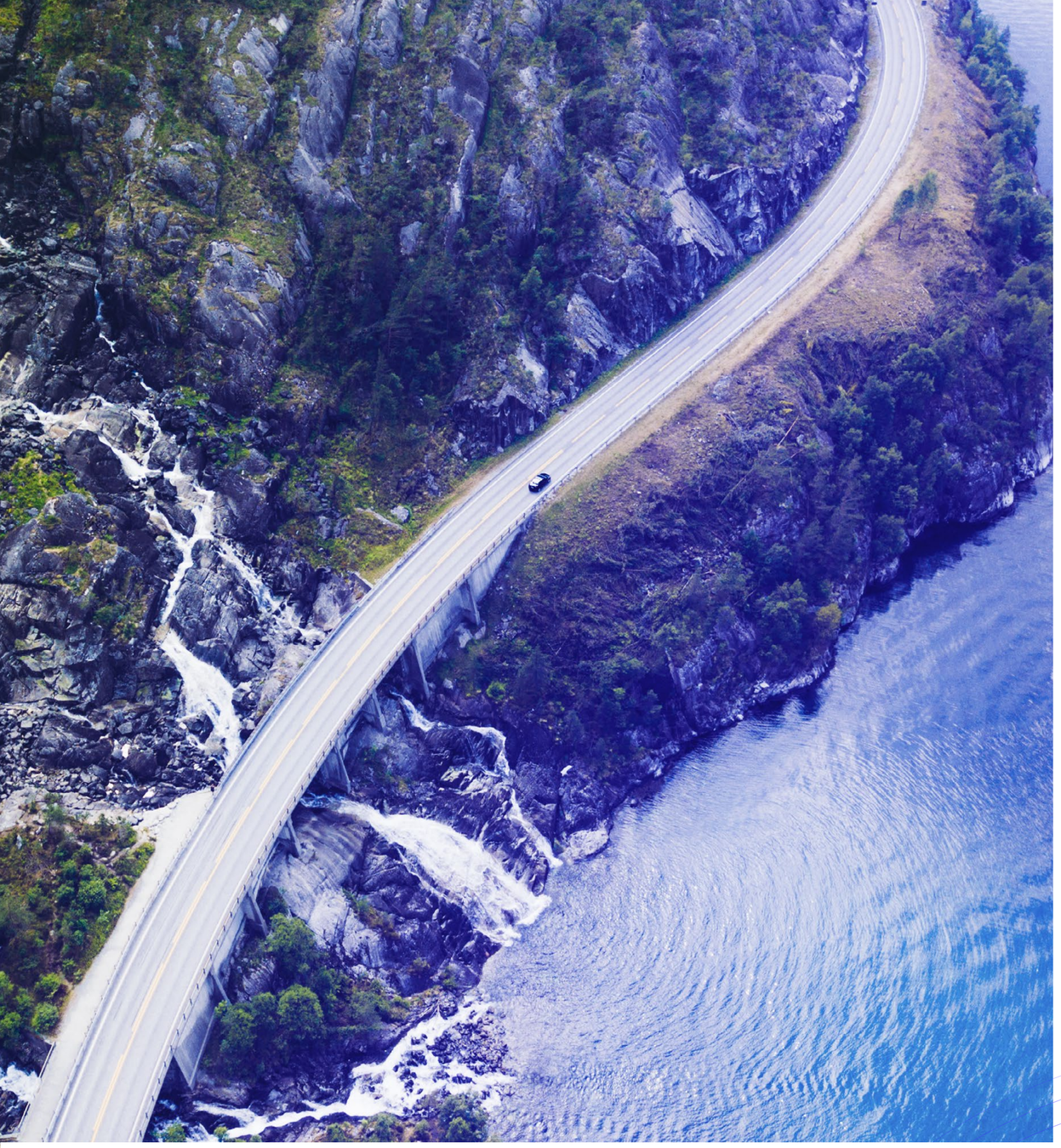
Our ESG strategy reflects a holistic approach. Leveraging our technological expertise, we design energy-efficient solutions that minimize spectrum, power, and real estate usage, reducing the overall environmental footprint of wireless networks. Beyond environmental stewardship, we champion social equity,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

2024 ESG HIGHLIGHTS

29%
Women on the Board
2 of 7

64%
Reduction in Paper Consumption
(2017-2024)

$35.1M
Invested in R&D
(8.9% of Annual Revenues)

25%
Women in workforce

47%
Increase in Women Recruits
(2013-2024)

260
Employees in R&D

25%
Environmentally Friendly Packaging

100%
Of Facilities ISO 14001, 45001, and 9001 Certified

24%
Employees Over the Age of 50 in Workforce

~90%
Employees Reviewed and Signed the Updated Code of Ethics

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 societal benefits and stakeholder interests.

DIRECT AND INDIRECT ECONOMIC VALUE GENERATED (IN USD THOUSANDS) I GRI 201-1

		2022	2023	2024
Total sales by region/market	NA	67,108	95,573	89,945
	EMEA	62,233	62,023	64,958
	Asia-Pacific	32,970	35,033	34,530
	India	80,957	107,354	167,550
	LATAM	51,905	47,196	37,207
	Total	295,173	347,179	394,190
Total Operating Expenses: • Payments to suppliers for products and services • Rent and various expenses (e.g., water, electricity, property taxes) • Other operating expenses		104,000	98,659	98,124
Total Payments to Governments • Income taxes (net)		1,871	2,839	1,127
Total Payments to Lenders • Banks and other financial institutions (e.g., bank charges, interest on loans)		5,016	7,538	5,974



NEW R&D GRANTS APPROVED IN 2024: (GRI 201-4)

+ Magneton Plan with Ben-Gurion University - Identifying and classifying communication network fault locations. Approved grant: ~$0.3 million over two years, starting March 2025.
+ Horizon Europe – UNITY-6G Project - Developing energy-efficient and sustainable 6G network infrastructure using AI/ML, DLTs, NTNs, NPNs, and O-RAN. Expected grant: ~$0.75 million over three years, starting January 2025.

MEMBERSHIPS IN ASSOCIATIONS & 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 association (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.
Association for Broadband Without Boundaries (WISPA)	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 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-FGAINN	The European ITU-T Focus Group on AI-Native Networks (FG AI-Native) was established by ITU-T Study Group 13 in July 2024 and will be launched after WTSA-24 aiming 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.
ETSI TM_mWT	European work group for PTP links specification from 1GHz up to 180GHz.
ETSI Industry Specification Group (ISG) THz	A European-based organization provides 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 group concentrates on establishing the technical foundation for the development and standardization of THz communications (0.1 - 10 THz).
6G-IA	A European work group on TeraHerz use cases.



STAKEHOLDERS DIALOGE

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.

ENGAGEMENT MECHANISMS

We employ a variety of mechanisms to ensure open and transparent communication, including:

Employees:

Regular meetings, feedback sessions, ethics hotlines, and surveys to address workplace issues, foster professional development, and promote diversity and inclusion.

Customers:

Direct consultations, satisfaction surveys, conferences, customer events, and workshops to align our solutions with their sustainability objectives and operational needs.

Suppliers, Distributors and Third-Party Agents:

Collaboration through audits and compliance sessions to uphold ethical practices and environmental standards across the supply chain.

Communities:

Volunteering initiatives, partnerships with local organizations, and programs aimed at social equity and environmental well-being.

Regulators and Investors:

Regular reporting, compliance updates, and participation in ESG forums to maintain transparency and adhere to global governance standards.

SHAREHOLDER ENGAGEMENT & INVESTOR RELATIONS

We maintain an open and collaborative dialog with our shareholders, recognizing this relationship is a vital part of our long-term success. Our executive leadership views active engagement with investors as an important source of strategic insight.

We believe that direct, transparent communication with shareholders enhances corporate accountability, informs better decision-making, and ultimately supports the creation of sustainable value.

In 2024, we expanded our investor relations efforts by proactively reaching out to major shareholders through in-person meetings, one-on-one calls, and video conferences. We also maintained ongoing communication via our dedicated investor relations program and placed increased emphasis on engaging with stewardship and governance representatives throughout the year.

KEY TOPICS OF DISCUSSION

Through these engagements, we focus on:

SUSTAINABILITY

Strategies to reduce our environmental footprint, including energy-efficiency measures, waste-reduction efforts, and carbon-neutrality initiatives.

SOCIAL EQUITY

Promoting diversity, ensuring fair treatment, and supporting community development programs.

GOVERNANCE & ETHICS

Ensuring compliance with regulations, maintaining transparent reporting, and upholding robust governance frameworks.

OUTCOMES AND PROGRESS

Our stakeholder dialog enables us to identify key areas for 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 • Round tables with management representatives • "All-hands" company meetings with the CEO and other members of the management • Web platform for on-going internal communication • Performance reviews that are conducted twice a year • Employee whistleblower grievance mechanisms • Annual satisfaction survey	• Terms of Employment • Work-life balance • Health & Safety • Personal development • Community engagement • Responsible business conduct
Customers	• Ongoing communication via the customer digital platform (CRM) • Training on proper use of the platform • Regular meetings and frequent direct conversations with the sales team and global support team • Annual customer survey • Customer relationship management initiatives	• Product quality and safety • Product use • Product service levels and support
Suppliers	Regular meetings and frequent direct conversations with senior managers	• 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	• New regulations • Compliance • Financial reporting and disclosures • Corporate governance oversight
Investors and shareholders	• General meetings of shareholders • Proactive engagement with major shareholders through in-person meetings, one-on-one calls, and video conferences.	• Strategic planning • Financial performance • Corporate governance

CONNECTING SUSTAINABLY

BUILDING A GREENER NETWORK

CONNECTING SUSTAINABLY - BUILDING A GREENER NETWORK

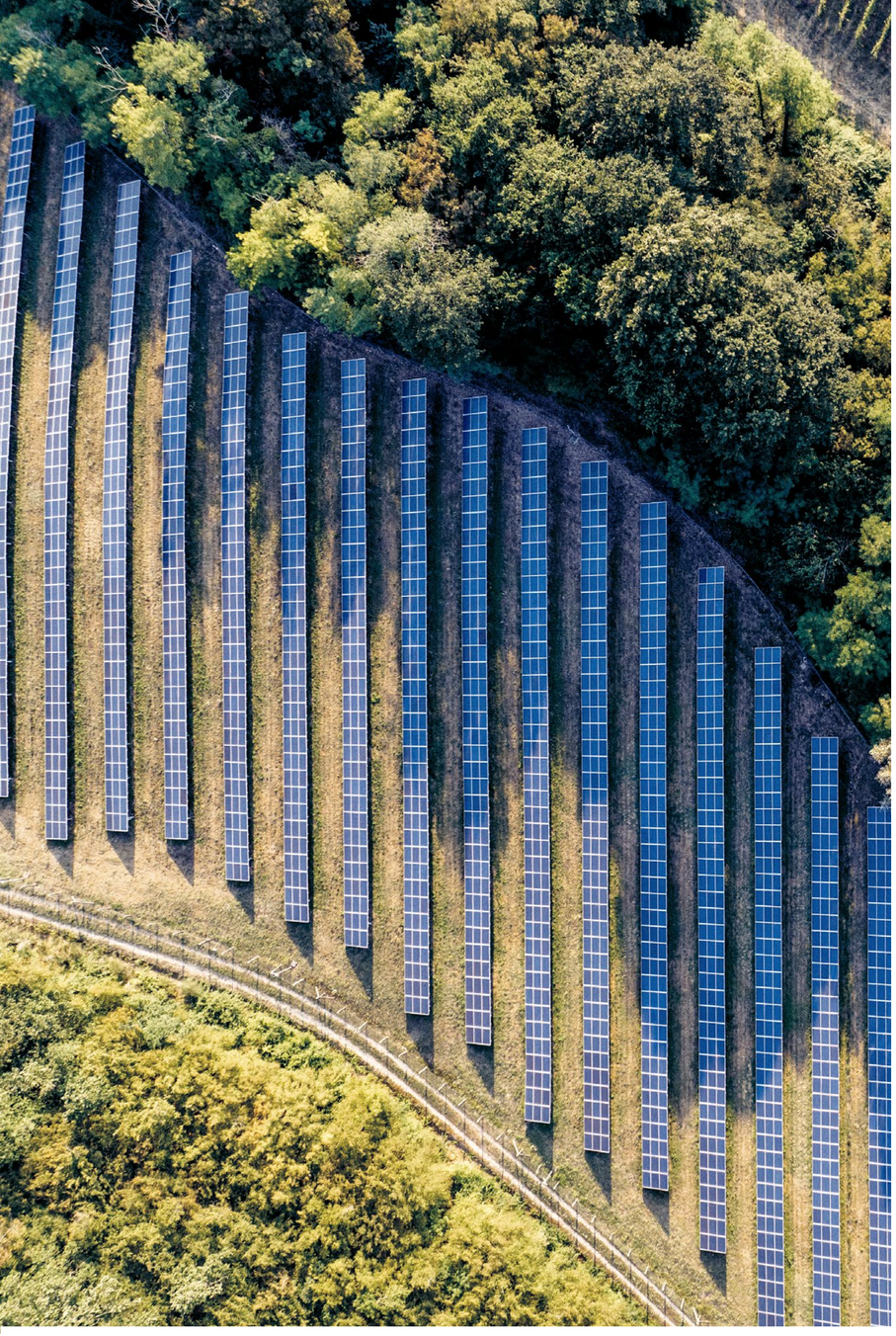


ENVIRONMENTAL SUSTAINABILITY COMMITMENT & MANAGEMENT

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, laws and regulations.

In 2024, Ceragon recorded no significant environment-related fines or incidents of non-compliance with environmental laws and regulations.



WE PROMOTE ENVIRONMENTAL SUSTAINABILITY PRACTICES IN 3 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 product parts and incorporating 100% recycled or renewable materials in packaging; In software, we are 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 record-keeping. This proactive approach ensures the safety and sustainability of our operations and supply chain.

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 these efforts, we regularly distribute questionnaires to employees to collect ideas for reducing single-use plastics.

We aim to reach at least **95%** employee participation in our combined safety, health, and environmental (SHE) 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," 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 greenhouse gas (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 being 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 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 2025, data for 2024 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.

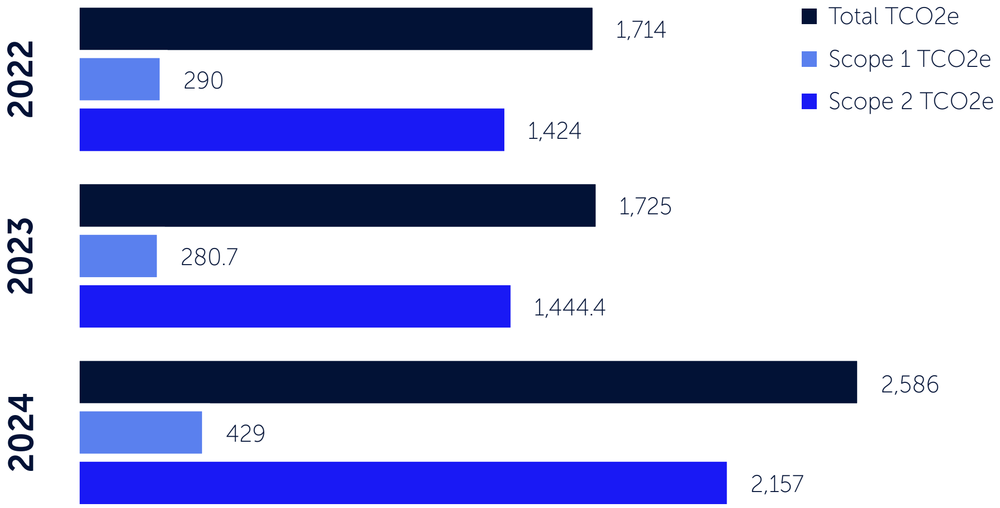
CO_2e emissions were calculated using the company's consumption data and emission factors. Wherever possible, primary data were used. If no primary data were available, secondary data from highly credible sources or estimated data by previous months/year were used. In 2025, 4 sites were partially assessed in the context of electricity data for 2024.

Emission factors were taken from scientifically recognized databases including EPA, EIA, 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.

2024 GHG EMISSIONS (in metric ton CO2e):

SOURCE	CO_2e	CH4	N20	Total in CO_2e	% of Total Emissions
SCOPE 1 - MOBILE	410	1.03	1.37	412	13.6%
SCOPE 1 - STATIONARY	19	0.03	0.01	19	0.6%
SCOPE 2 - LOCATION BASE	2,586	1.85	7.96	2,595	85.8%
SCOPE 2 - MARKET BASE	0.00	0.00	0.00	0.00	0%

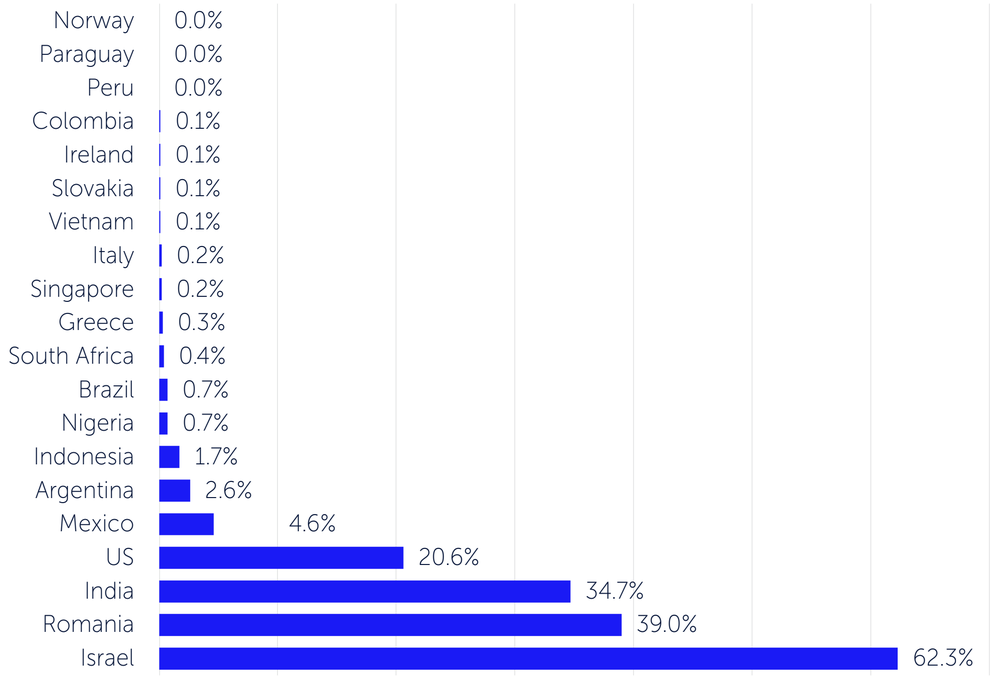
TOTAL GHG EMISSIONS, BY SCOPE (in metrics ton C02e) - GRI 305



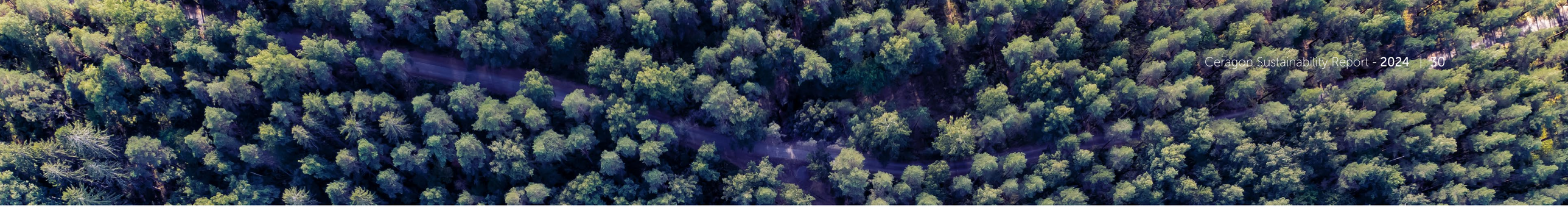
YEAR	2022	2023	2024	% CHANGE
Total TCO2e	1,714	1,725	2,586	**50%**
Scope 1 TCO2e	290	280.7	429	**53%**
Scope 2 TCO2e	1,424	1,444.4	2,157	**49%**

A rise of approximately **50%** in CO_2e emissions was recorded, primarily driven by a significant increase in the company's operational activity.

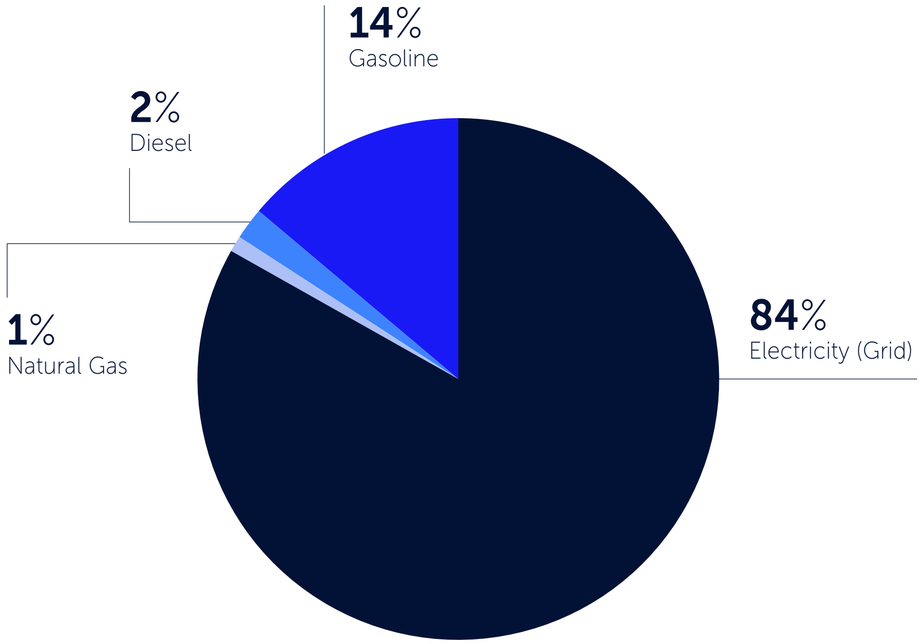
DISTRIBUTION OF EMISSIONS BY ENERGY SOURCES, 2024 (in %)



In the future, we intend to establish a strategy to exceed our goals for reducing Scope 1 and 2 greenhouse gas (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 plan to extend our reporting in the future 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.

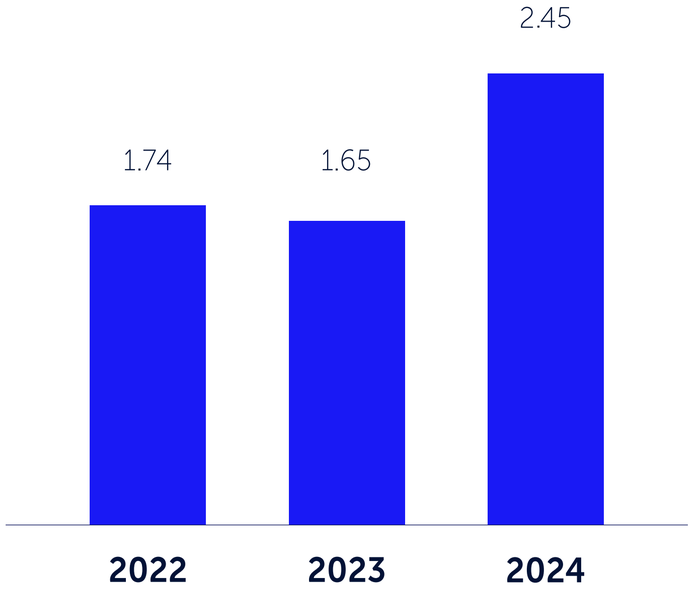


ENERGY CONSUMPTION WITHIN THE ORGANIZATION, 2024 (%) – GRI 302-1



CARBON INTENSITY – GRI 305-4; 302-3

GHG Emissions Intensity (CO_2e/employee)



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 more 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 in alignment with our sustainability goals.

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

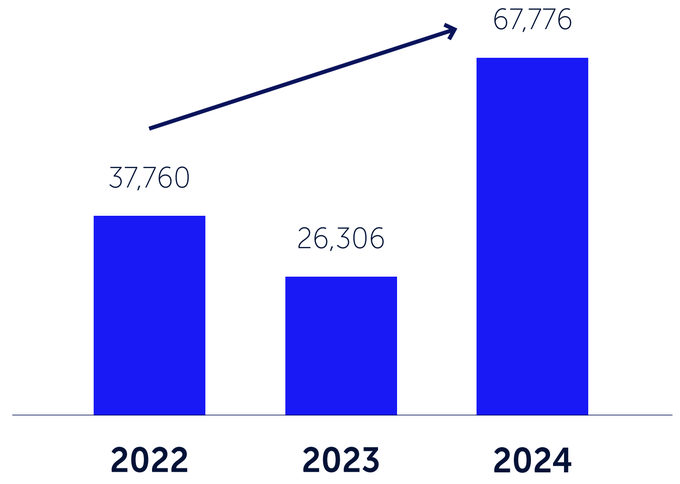
Our Environment, Health, and Safety (EHS) and Circular Supply Chain teams collaborate with partners to reduce, reuse, and responsibly recycle materials. These efforts include reselling end-of-support items and excess stock for reuse, thereby reducing unnecessary disposal. Ceragon ensures that non-reusable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

Cergon also 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 Directive II (WEEE Directive) that** 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 an **80%** increase in e-waste recycling between 2022 and 2024



Note: *E-waste data for 2022 and 2023 were updated to reflect a more comprehensive data collection and improved reporting processes, resulting from enhanced data mining and validation efforts.*

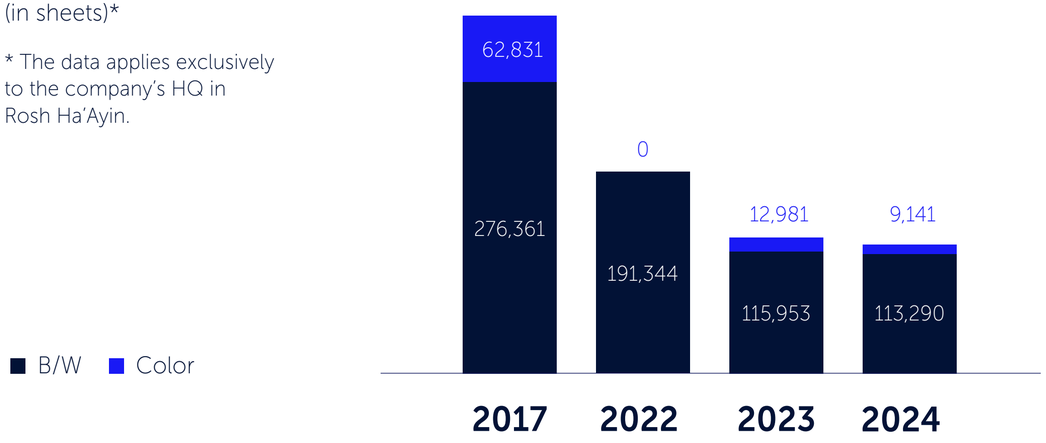


Paper consumption has been reduced as a result of organizational discipline and responsible environmental behavior. To further minimize its environmental footprint, Ceragon integrates virtualization and cloud-based IT platforms, such as IaaS and SaaS, significantly reducing hardware use.

PAPER CONSUMPTION

(in sheets)*

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



The **64%** reduction in paper consumption between 2017 and 2024 reflects Ceragon's organizational discipline and commitment to responsible environmental behavior.

Management of significant waste-related impacts in Israel (in metric ton) – GRI 306-2,3, 4,5 / SASB - Product End of-life Management, TC-TL-440a.1

Total recycled waste (in metric ton)	2022	2023	2024
Electronic (hazardous waste)	3	4	97
Paper	1	0.6	0.6
Total recycled waste	**4**	**4.6**	**97.6**

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

OUR JOURNEY TOWARDS FRIENDLY ENVIRONMENT 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.

From 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. All packaging fully complies with local regulatory requirements and ensures product protection throughout its lifecycle.

Ceragon's green packaging solution reduces environmental impact by eliminating foam, reducing nylon bags, and significantly cutting down on paper use through innovative measures such as replacing printed materials with QR codes. Additionally, the TCC-U solution package has been implemented, further supporting these efforts by removing paper inserts, minimizing nylon usage, and optimizing packaging size to further reduce waste.

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

1 | Shifting from packaging reliant on non-recyclable sponges to cartons made from biodegradable materials.

2 | Integrating QR codes into cardboard .packaging to replace paper sheets and plastic bags

3 | The revised packaging design has reduced overall dimensions, optimizing the use of shipping space both on planes and ships. This adjustment has doubled the number of product packages per shipment from 56 packages to 120, reducing greenhouse gas emissions significantly.

LOOKING FORWARD, OUR PLANS INCLUDE:

1 | Further reducing the material per package shipped by eliminating void fill and optimizing our packaging portfolio.

2 | Transitioning all our products to environmentally friendly packaging by 2025.

MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS IN ISRAEL (metric ton)

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

Total packaging material (based on yearly reports to the recycling organization in Israel) in metric ton

	2022	2023	2024
Cardboard	2.39	3.26	2.75
Wood	0.0679	0.0949	0.08
Plastic	0.0317	0.0432	0.04

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 (m^3) – GRI 303

	2024
Water consumption	9,345.5

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



EMPOWERING CONNECTIVITY

BUILDING STRONGER COMMUNITIES

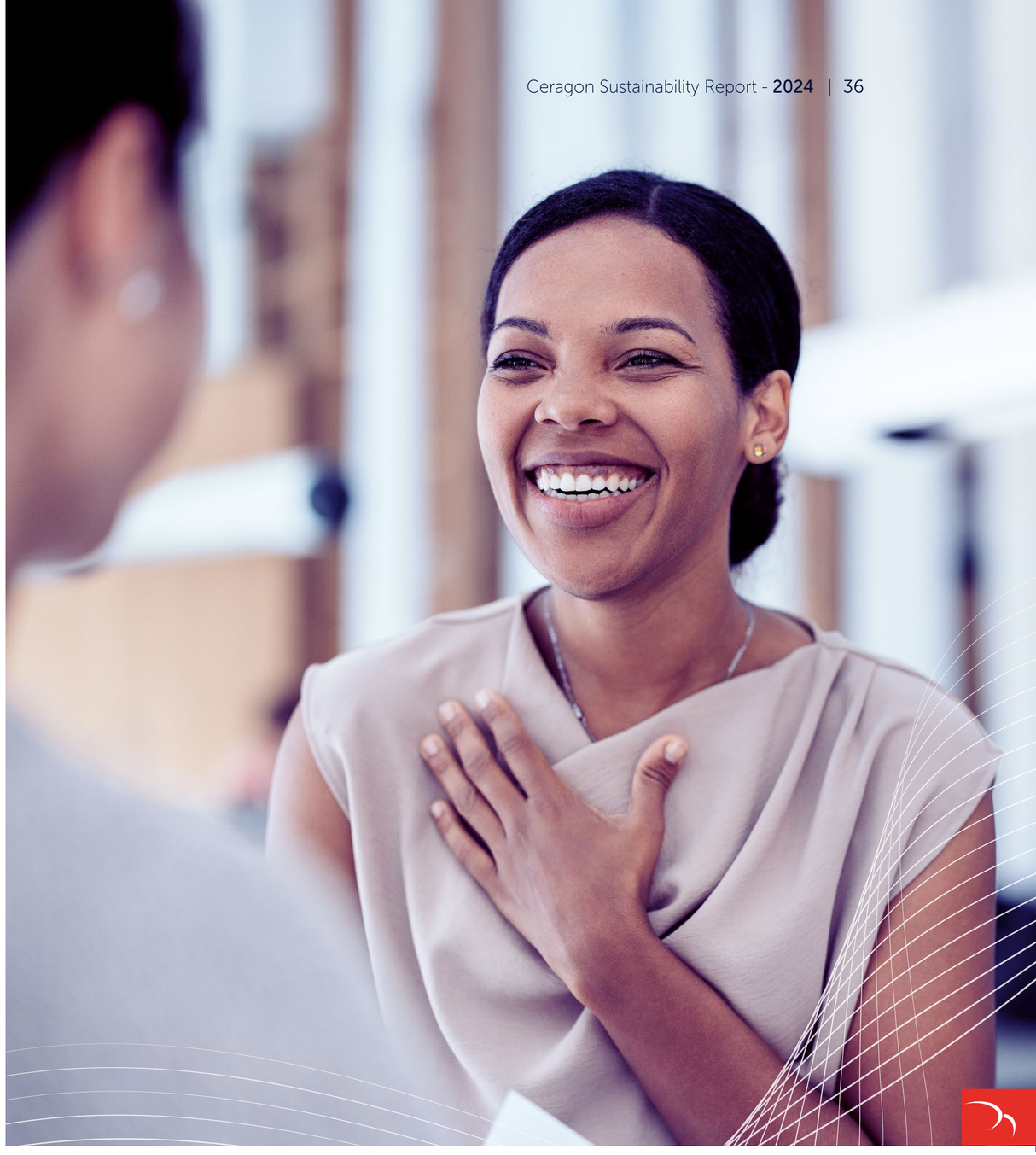


EMPOWERING CONNECTIVITY

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 have to, 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 that subcontractors and suppliers 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 will apply both to the company and its supply chains.

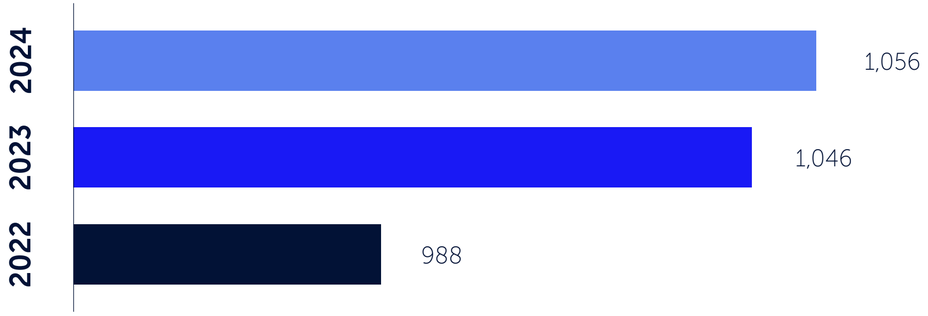
We are committed to upholding human rights as a cornerstone of our operations. We strictly prohibit child labor and stand in unequivocal opposition to all forms of forced labor. These principles reflect our dedication to treating all individuals with equality, dignity, and respect. By fostering a culture 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 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.

EMPLOYMENT - GRI 102-8

	2022	2023	2024
Number of employees	988	1,046	1,056
Number of employees according to category:			
Research, development and engineering	234	278	260
Sales and marketing including services and supporting functions	628	664	679
Management and administration	26	28	34
Operations	100	76	83
Total number of employees according to regions:			
APAC (including India)	211	206	253
North America	46	66	63
Latin America	180	164	168
EMEA	254	257	242
Israel	297	353	330
Services Contractors	420	361	400



EMPLOYEE TURNOVER

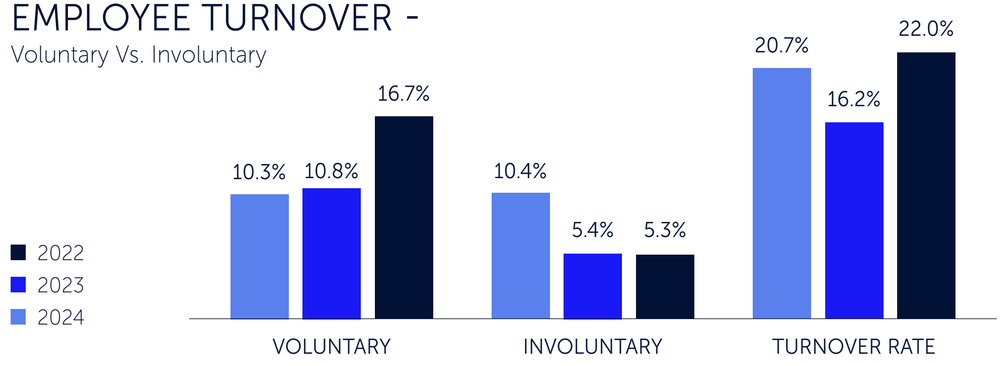
In 2024, the employee turnover rate increased to 20.7%, up from 16.2% in 2023, primarily due to an organizational change. The employee turnover rate serves as a crucial performance metric closely monitored by the Senior Leadership Team. This data helps prompt the implementation of mitigating measures as soon as a high turnover trend is detected within a department or business unit.

NEW HIRES AND DEPARTURES – GRI 401-1

	2022	2023	2024
Total new hires	203	186	228
Total departures	215	164	217
Turnover rate	22%	16.2%	20.7%
Voluntary turnover rate	16.7%	10.8%	10.3%
Involuntary turnover rate	5.3%	5.4%	10.4%

EMPLOYEE TURNOVER -

Voluntary Vs. Involuntary





CONTINUOUS COMMUNICATION & OPEN DIALOGE

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 2024 alone, we conducted at least 12 roundtable sessions with the CEO present, alongside additional sessions led by other members of the management team. These platforms provide employees with the opportunity to raise questions, share feedback, and engage in meaningful dialog with leadership.

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 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 or 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 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.

SAFETY PRACTICES

- Occupational safety and health training is conducted annually at over 80% of the company's sites.
- 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 headquarters is conducted biennially.



WORKPLACE ACCIDENTS

Ceragon is dedicated to maintaining a workplace free from injuries and occupational accidents. Over the past three years, we have achieved a significant milestone with minimal occupational injuries, fatalities, or associated costs. 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 ear defenders are part of our proactive approach to health and safety.

	2022	2023	2024
Number of workplace accidents - company employees and contractors	2	1	1
Absence days of company employees due to workplace accidents	0	0	15
Fatalities	0	0	0
TRIR (Total Recordable Incident Rate)	0.092	0	0.092

KEY SAFETY MEASURES

TRAINING PROGRAMS

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

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 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 is remains cornerstone of our operational excellence, ensuring a safe and productive work environment for all.



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) Standards

Additionally, 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 through:

+ Quarterly evaluations conducted by Ceragon engineers to assess manufacturing and supplier work processes.
+ During customer training, customer health & safety measures are reviewed. Typical customer health & safety measures are outlined in all of Ceragon's user materials
+ Providing comprehensive online courses and programs on our website to educate customers about product usage.
+ Providing customers with a comprehensive Installation Guide, that also addresses safety precautions.
+ Providing customers with support for any technical issues, including those related to installation and safety concerns.
+ Conducting 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 AND 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, comfortable, and welcoming working environment, a good work-life balance, and 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, which 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 works in a hybrid workspace and sees high value in being employee friendly, enabling all employees to maintain a good work-life-balance.

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



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; 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 Diversity and Inclusion initiatives to create an inclusive and equitable workplace.

Women make up **25%** of the company's total workforce. Employees over the age of 50 represent **24%** of the total workforce, including 4% women and 20% men.

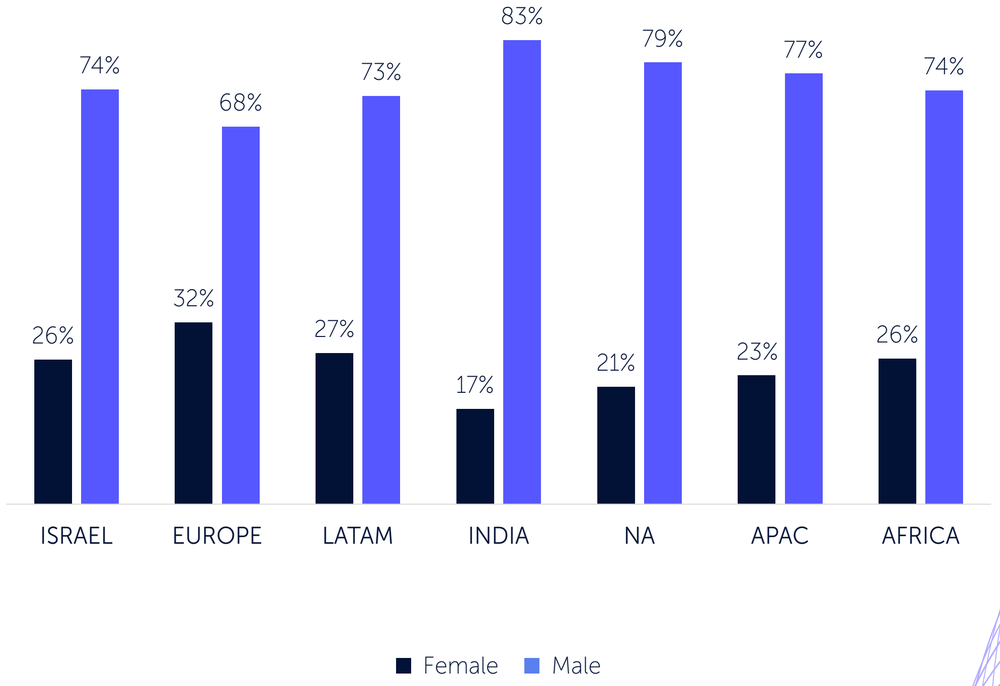


EMPLOYMENT BY GENDER AND AGE -

GRI 102-8

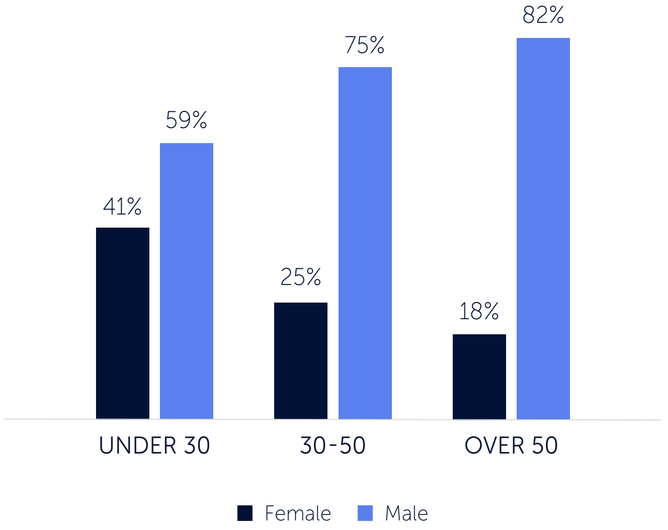
	2022	2023	2024
Total employees	988	1,046	1,056
Women	230	253	264
Men	758	793	792
Employees aged 50+	204	245	251
Women aged 50+	38	45	44
Men aged 50+	166	200	207
Total number of employees according to regions:			
APAC (incl. India)	211	206	253
Women	19	24	45
Men	192	182	208
North America	46	66	63
Women	13	17	13
Men	33	49	50
Latin America	180	164	168
Women	42	40	45
Men	138	124	123
EMEA	254	257	242
Women	74	80	76
Men	180	176	166
Israel	297	353	330
Women	83	91	85
Men	214	261	245

EMPLOYEES BY GENDER- 2024

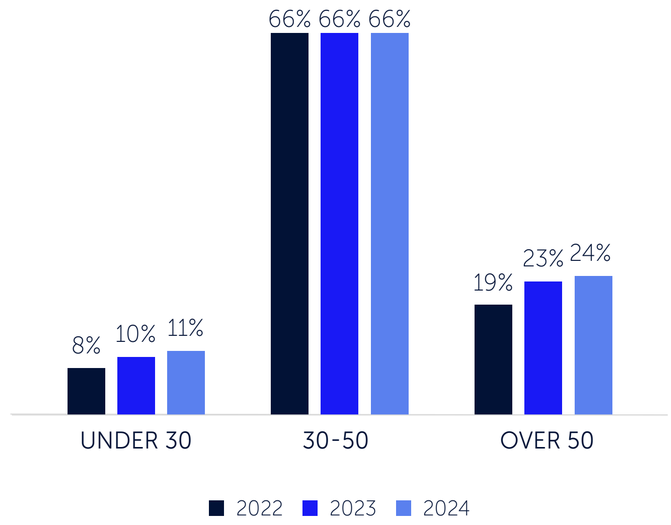




EMPLOYEES BY AGE GROUP - 2024



EMPLOYEES BY AGE GROUP - 2022-2024



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.

In terms of age demographics, the percentage of employees in the 'under 30' age group 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 solely on merit.

Ceragon is committed to ensuring inclusion and accessibility for people with diabilities. 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.

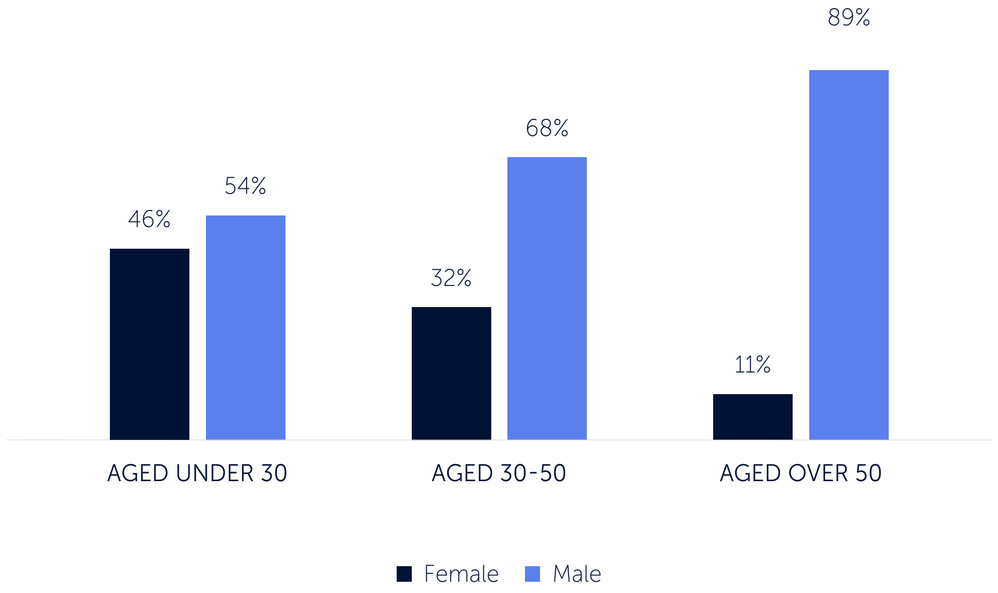
We prioritize understanding and addressing unconscious bias to ensure fair employment and career opportunities are at all levels of management, regardless of age, nationality, gender, sexual orientation, gender identity, or physical and mental abilities.

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 structured recruitment platform and process.

NEW HIRES BY GENDER AND AGE – GRI 401-1

	2022	2023	2024
Total new hires	203	186	228
Men	143	135	153
Women	60	51	75
Women aged under 30	20	15	26
Women aged 30-50	35	27	46
Women aged over 50	5	9	3
Total employees aged under 30	46	49	57
Total employees aged 30-50	129	95	143
Total employees aged over 50	28	42	28
Total departures	215	164	217

EMPLOYEE RECRUITMENT 2024



WOMEN RECRUITMENT 2022-2024



When it comes to gender equality, Ceragon remains focused on increasing the recruitment of women relative to men within the industry. Between 2023 and 2024, the percentage of women among new recruits increased by **47%.**

PEOPLE DEVELOPMENT & 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.

People 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 (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.

Global Learning Program

In 2024, we launched 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, AI, and English business training courses), 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 2024, approximately 800 employees participated in the two annual sessions of the Global Training Program.

Onboarding Program

At Ceragon, as a key element of our new employee on-boarding strategy, we conduct quarterly orientation sessions for new joiners. These sessions familiarize them with the company's operations, strategy, business, processes, products, and culture. 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 has been expanded for full global implementation starting in early 2024. To accommodate all time zones, two sessions are held each quarter - one in the morning and one in the evening.

Talent Management

Ceragon's talent management strategy, including our organizational culture, is 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 that contribute to stronger leadership and cohesive teams, 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 HQ, 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.

PERFORMANCE EVALUATIONS

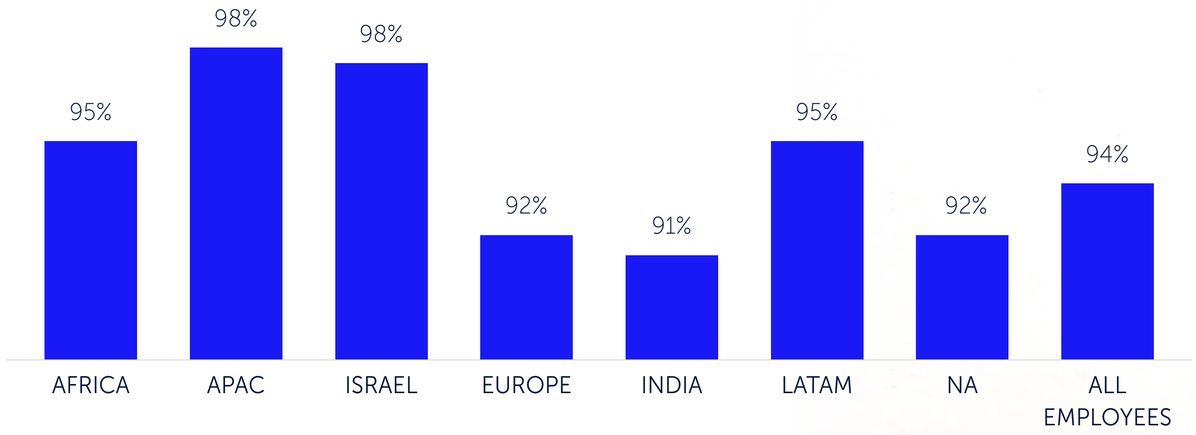
We prioritize open and honest communication to foster employee growth. Regular meetings between employees and managers are scheduled to discuss progress toward goals aligned with Ceragon's overarching objectives. Employees also participate in formal performance reviews twice a year, focusing on individual 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 2024, 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.

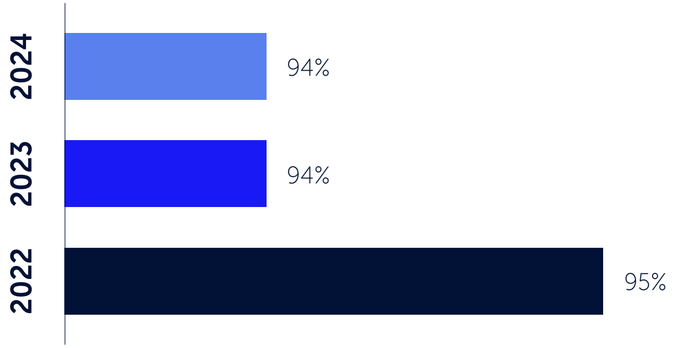
PERFORMANCE REVIEWS ACROSS REGIONS 2024







PERFORMANCE REVIEWS 2022-2024



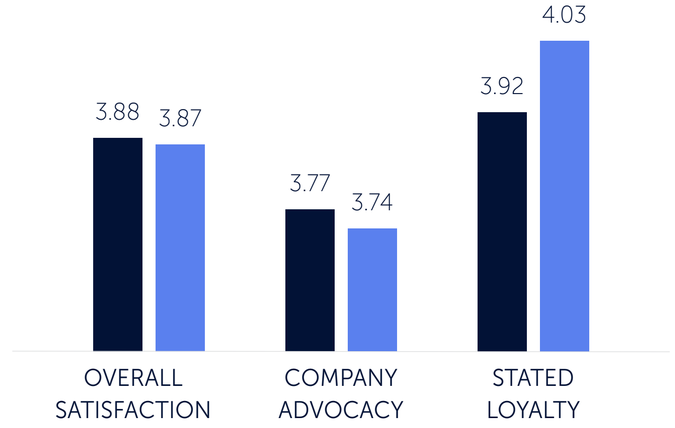
The company is committed to fostering its people's professional growth through continuous skill-building and development that aligns with the dynamic changes shaping the business. As evidence of this commitment, Ceragon invested in learning and development initiatives for its people. This skill development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

EMPLOYEE ENGAGEMENT SURVEY

In 2024, Ceragon launched its second employee engagement survey conducted by a third party. The annual survey results serve as a foundation for gaining deeper insights into current perceptions and pinpointing areas for improvement and success in employee engagement. These areas include development, leadership, feedback mechanisms, recognition, vision alignment, and work methodologies.

The 2024 employee engagement survey results show that, compared to 2023, participation increased to 850 employees (84% of the workforce), while overall sentiment remained stable.

The survey uses a rating scale ranging from 1 to 5 (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.

STATED LOYALTY

Employees' intention to remain at Ceragon for at least the next two years.

COMMUNITY CONTRIBUTION

We actively participate in the communities where 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 financial and non-financial support 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 is strictly prohibited for any organization or candidate for public office.

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 a wide range of professional interactive training courses and certifications, which are detailed on the company website, and delivered in multiple formats.

+ E-Learning

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 personnel 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, and network management, maintenance, and troubleshooting under the guidance of expert trainers.

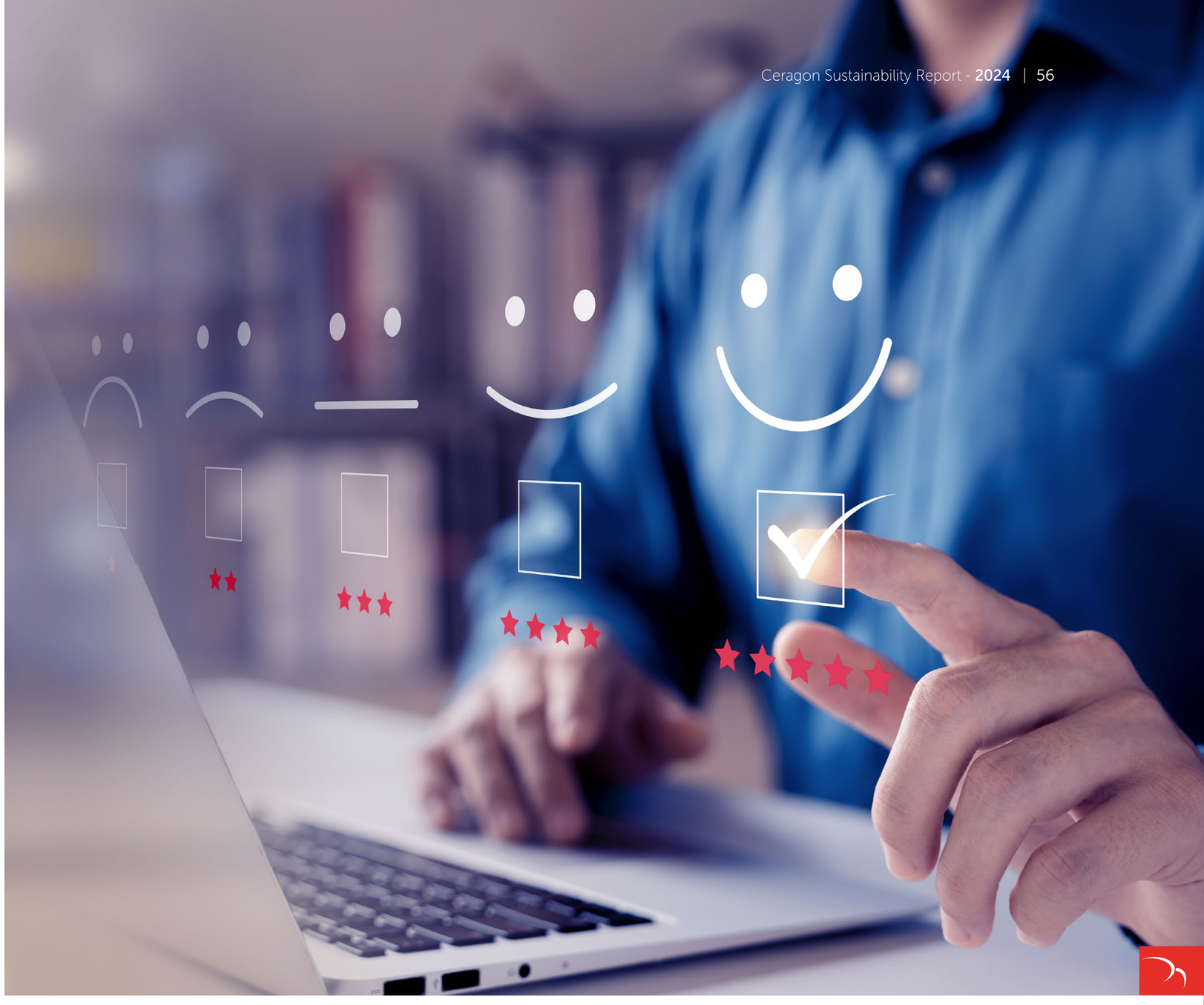
+ Virtual Class Training (VCT)

Flexible and cost-effective, 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 the employees. Additionally, we share these findings with relevant business units via internal processes aimed at enhancing customer satisfaction.



SECURE CONNECTIONS

FOSTERING ACCOUNTABILITY & TRUST



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 communication solutions.

Our target is achieving 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.

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

BOARD MEMBERS AS OF 2024



Ilan Rosen
Chairman of the Board of Directors



Efrat Makov
Independent Director



Shlomo Liran
Independent Director



Rami Hadar
Independent Director



David Ripstein
Independent Director



Yael Shaham
Independent Director



Rob Wadsworth
Independent Director

CERAGON BOARD COMMITTEES

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

Board and Committee Participation

Board and Committee discussions in 2024 were highly effective, supported by strong participation. Almost full attendance was recorded, with all Board members taking part in 18 full Board meetings and 24 committee meetings, except for one member absent from two sessions.

CORPORATE AUDIT COMMITTEE

The role of the audit 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, internal and external audit functions.

FINANCIAL AUDIT COMMITTEE

This committee's duties include recommending the appointment and compensation of the independent auditor, pre-approving their services, overseeing accounting and financial reporting processes, 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 RSU Plan 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.

CERAGON SENIOR MANAGEMENT



Doron Arazi
Chief Executive Officer



Ronen Stein
Chief Financial Officer



Oz Zimerman
Chief Marketing Officer
& EVP Corp Dev



Dima Friedman
Chief Operating Officer



Michal Goldstein
Chief People Officer



Ulik Broida
Chief Product Officer



Hadar Vismunski-Weinberg
Chief Legal Officer



Ronen Ben-Hamou
Chief Chief Growth Officer
& EVP Private Networks BU



Ram Prakash Tripathi
President, APAC & India



Carlos Alvarez
President, Latin America



Ronen Rotstein
President, North America & EMEA

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 2024, which is the reference date for the rest of the report.

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

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 2024, the company distributed an updated Standards of Business Conduct Policy and Code of Ethics to all employees, and more than 90% reviewed and signed it.

We are also exploring the development of organized dialogues, 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 2024 alone, we conducted at least 12 roundtable sessions with the CEO present, alongside additional sessions led by other members of the management team.

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 Code of Business Conduct for suppliers and agents, 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 & Compliance 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 involved parties.

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 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 2024, 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, we are subject to the anti-bribery provisions of the U.S. Foreign Corrupt Practices Act ("FCPA") and are also 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 maintain robust internal accounting controls and ensure 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 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 2024, 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 2024, 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)

	2022	2023	2024
Legal actions for anti-competitive behavior, antitrust, and monopoly practices	0	0	0
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning **marketing communications** (including advertising, promotion, and sponsorship), classified by result (fine or warning).	0	0	0

INCIDENTS OF NON-COMPLIANCE IN MARKETING COMMUNICATIONS - GRI 205-3

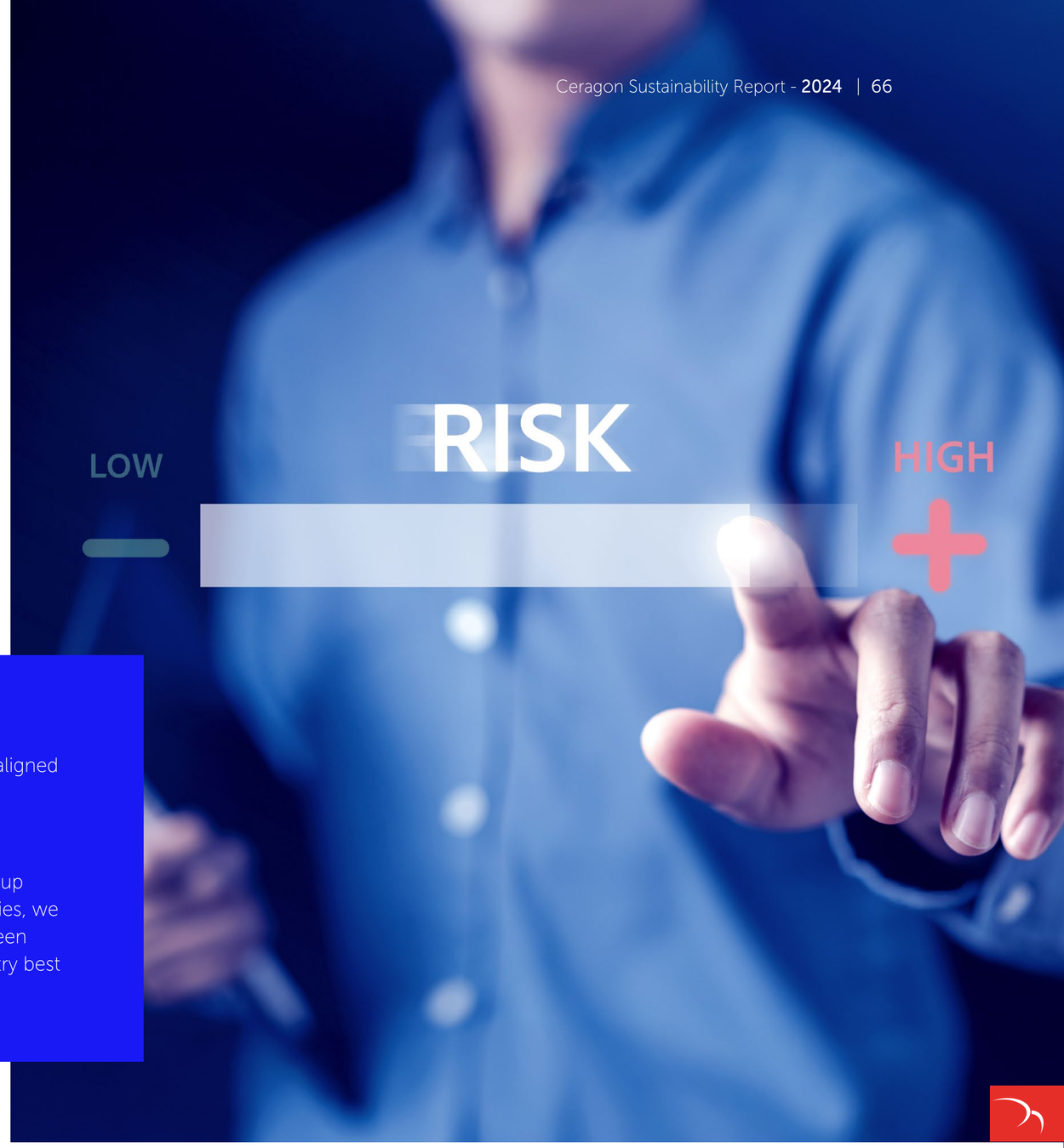
	2022	2023	2024
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications (including advertising, promotion, and sponsorship), classified by result (fine or warning).	0	0	0

MARKETING AND LABELING – GRI 417-1,2

	2022	2023	2024
Incidents of non-compliance related to product and service **information and labeling**	0	0	0
Incidents of non-compliance related to **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. 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 (2013) set forth 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

2024, we initiated a climate risk assessment, conducted with the guidance of external consultants aligned with the TCFD framework.

EMERGENCY CONTINUITY PLAN

We have adopted a Business Continuity Plan for emergency scenarios which include defined back-up teams, and agile response strategies tailored to various sectors. By integrating advanced technologies, we aim to strengthen emergency preparedness and maintain uninterrupted operations during unforeseen events. Ceragon remains dedicated to continuous improvement in these areas, aligning with industry 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 Supplier Code of Business Conduct 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.

SUPPLIER CODE OF BUSINESS CONDUCT

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 the Supplier Code of Business Conduct. 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 some of its agents and representatives according to its policy which 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 Supplier Code of Business Conduct, we regularly perform supplier compliance assessments and quality audits to verify adherence to our standards and expectations.

Starting in 2023, Ceragon 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 a rotation to ensure coverage of key suppliers.

We address climate-related challenges in our supply chain by conducting risk assessments throughout it 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 strengthen power generators in data centers to ensure operational resilience in adverse conditions.

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 (QMS). It contributes indirectly to sustainability by supporting evaluations of quality, environmental, social, and governance practices.

COMPLIANCE WITH ISO 14001 STANDARDS (VOLUNTARY)

Focuses on environmental management systems, enhancing resource efficiency, waste reduction, and prevention of environmental hazards.

COMPLIANCE WITH REACH AND ROHS REGULATIONS

Protecting human health and the environment from hazardous substances.

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 for the protection of their personnel and stakeholders.

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.

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 (known as 3TGs), are commonly referred to as "conflict minerals". The US Securities and Exchange Commission ("SEC") has established annual disclosure requirements for them.

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 2024, Ceragon surveyed 104 suppliers and received a **100%** response rate. Of these, 91 suppliers (87.5%) reported that their products may contain 3TG minerals (tin, tungsten, tantalum, and gold), while 13 (12.5%) did not. Ceragon used the Conflict Minerals Reporting Template (CMRT, version 6.31 or higher) developed by the Responsible Minerals Initiative (RMI) to collect smelter and refiner data. A third-party provider supported supplier communications and training. Ceragon reviewed all 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 suppliers to provide accurate sourcing information for responsible mineral sourcing.





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 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 work to maintain and enhance.

INFORMATION SECURITY PRACTICES

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

+ Conducts security audits and certifications using globally recognized frameworks and certification bodies, such as the ISO 27001 standard.

+ Conducts annual risk assessments performed by an external company, followed by detailed risk analysis. Based on survey findings, an annual work plan is developed.

+ Requires 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.

+ Organizes information security quizzes with prizes to engage employees and enhance their knowledge.

+ Runs 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 cyber-attacks 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 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 cyber-crime attempts.
- Cyber-attack insurance coverage to mitigate risks associated with such incidents.



DATA PRIVACY

Although collecting and processing data is not central to 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 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 (SASB Index Table)

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

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

INNOVATION

Ceragon Networks is recognized for its commitment to innovation in wireless communication 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 multi-core 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 2024, Ceragon Networks invested $35.0 million in research and development (R&D), representing 8.9% of its annual revenues. This investment reflects an 8.3% increase compared to the $32.3 million allocated to R&D in 2023.

In 2024, 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 Communication Network Fault Locations." The program was approved with a total grant of approximately $0.3 million over a two-year period, beginning in March 2025.

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 $0.75 million in funding over a three-year period.

These investments and grants reflect Ceragon's commitment to advancing its technological capabilities and maintaining its competitive edge in the wireless communication industry. Read more about the combination of innovation and sustainability in our products, as described in the introduction to this report.



ABOUT THIS REPORT



ABOUT THIS REPORT

The Ceragon 2024 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 third sustainability update. Unless otherwise noted, the quantitative and qualitative data presented here reflects Ceragon's activities from January 1, 2024, to December 31, 2024, 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 2025, we encourage readers to consider the environment and refrain from printing this report.



WRITTEN BY:

Michal Arlosoroff
michal.ar@outlook.com

Orit Braverman
orit.braverman@arioz.co.il

For further inquiries about this report, please visit
www.ceragon.com &
Chief ESG officer Hadar Vismunski-Weinberg
hadarv@ceragon.com



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 2024 Annual Report on Form 20-F, published on March 25, 2025, and filed with the US 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 US Securities and Exchange Commission.

Ceragon's public filings are accessible on the US 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.

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 in-direct 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
Compliance with laws and regulations	2-27	Secure Connections

Topic	GRI Disclosure	Location
GOVERNANCE		
Governance structure and composition	2-9	Secure Connections
Role of the highest governance body in overseeing the management of impacts	2-12	Secure Connections
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
Communication and training about anti-corruption policies and procedures	205-2	Secure Connections
Confirmed incidents of corruption and actions taken	205-3	Secure Connections
Anti-competitive Behavior	206-1	Secure Connections

GRI DISCLOSURE INDEX

Topic	GRI Disclosure	Location
ENVIRONMENT		
Energy		
Energy consumption within the organization	302-1	Connecting Sustainably
Reduction of energy consumption	302-4	Connecting Sustainably
Water and Effluents		
Interactions with water as a shared resource	303-1	Connecting Sustainably
Water consumption	303-5	Connecting Sustainably
Emissions		
Direct (Scope 1) GHG emissions	305-1	Connecting Sustainably
Energy indirect (Scope 2) GHG emissions	305-2	Connecting Sustainably
GHG emissions intensity	305-4	Connecting Sustainably
Reduction of GHG emissions	305-5	Connecting Sustainably
Waste		
Management of significant waste-related impacts	306-2	Connecting Sustainably
Waste generated	306-3	Connecting Sustainably
Waste directed to disposal	306-5	Connecting Sustainably

Topic	GRI Disclosure	Location
SOCIETY		
Employment		
Employment by gender	102-8	Empowering Connectivity
New employee hires and employee turnover	401-1	Empowering Connectivity
Occupational Health and Safety		
Occupational health and safety management system	403-1	Empowering Connectivity
Hazard identification, risk assessment, and incident investigation	403-2	Empowering Connectivity
Occupational health services	403-3	Empowering Connectivity
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
Promotion of worker health	403-6	Empowering Connectivity
Work-related injuries	403-9	Empowering Connectivity

GRI DISCLOSURE INDEX

Topic	GRI Disclosure	Location
SOCIETY		
Training and Education		
Programs for upgrading employee skills and transition assistance programs	404-2	Empowering Connectivity
Percentage of employees receiving regular performance and career development reviews	404-3	Empowering Connectivity
Diversity and Equal Opportunity		
Diversity of governance bodies and employees	405-1	Empowering Connectivity
Non-Discrimination		
Incidents of discrimination and corrective actions taken	406-1	Empowering Connectivity
Child Labor		
Operations and suppliers at significant risk for incidents of child labor	408-1	Empowering Connectivity
Compulsory Labor		
Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1	Empowering Connectivity

Topic	GRI Disclosure	Location
SOCIETY		
Human Rights Assessment		
Operations that have been subject to human rights reviews or impact assessments	412-1	Empowering Connectivity
Employee training on human rights policies or procedures	412-2	Empowering Connectivity
Local Communities		
Operations with local community engagement, impact assessments, and development programs	413-1	Empowering Connectivity
Supplier Social Assessment		
Negative social impacts in the supply chain and actions taken	414-2	Secure Connections
Customer Health and Safety		
Assessment of the health and safety impacts of product and service categories	416-1	Empowering Connectivity
Customer Privacy		
Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1	Secure Connections

SASB DISCLOSURE INDEX

Topic	GRI Disclosure	Location
Environmental Footprint of Operations	TC-TL 130a.1	Connecting Sustainably
Data Privacy	TC-TL-220a.1	Secure Connections
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 & 4G broadband wireless connectivity, mission-critical multimedia services, stabilized communications, and other applications at high reliability and speed.

Ceragon's unique multi-core technology and disaggregated approach to wireless transport provides 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