Kramer ESG Overview

October 2023

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CEO'S INTRODUCTION

At Kramer, it's not just what we do that defines our success, it's how we do it. Which is why we are committed to being good citizens of the world – as a company and as individuals. This includes safeguarding the wellbeing of our employees, ensuring fair interactions with customers and distributors, spearheading greener experiences, and basically, acting ethically and responsibly towards anyone who interacts with our company and our products.

OUR COMMITMENT AND GOALS FOR KRAMER 2025

Environment

- Redesign product packaging to reduce use of plastics, improve recyclability
- Improve power consumption profiles of our products by implementing and expanding various initiatives, such as standby power mode

- Continue encouraging employees to opt for electric vehicles for their company car leases
- Continue reducing the use of paper by encouraging more paperless workflows and procedures

Social

- Increase the number of female employees to at least 40% of the company-wide workforce, with an emphasis on increasing the hiring of women for technical roles
- Continue encouraging women to take on leadership positions; currently, 20% of managerial positions are held by women, and women make up 32% of the Executive Leadership Team

- Increase diversity of our company by including it as a goal in direct and agency-based recruitment activities
- Continue promoting employee health and wellbeing through ongoing programs and events

Governance

- Make sustainability education and training an integral part of the employee onboarding process
- Achieve current 100% rate of participation in employee training on our Code of Conduct

- Further integrate sustainability into our governance approach, with regular reviews for adherence and improvement

UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) – KRAMER SUMMARY

The United Nations Sustainable Development Goals (SDGs), also known as the Global Goals, are a set of 17 interconnected objectives adopted by the United Nations to address various global challenges and promote sustainable development. They serve as a comprehensive framework for countries, organizations, and individuals to work together towards creating a more equitable, sustainable, and prosperous world.

At Kramer, we constantly seek to align our activities with relevant UN SDGS goals. Our business and environmental, social and governance (ESG) strategies are applicable to the following SDGs.

Good Health and Wellbeing

Ensure healthy lives and promote wellbeing for all

Our solutions enable hospitals and medical clinics to implement real-time video conferencing and secure content sharing among staff, helping them collaborate effectively to drive optimum care and outcomes. Our wide range of user-friendly, scalable medical control room solutions enable medical professionals to access image and video feeds from diagnostics and imaging systems and other information sources used in critical medical scenarios.

See: Enhancing medical control rooms

Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Our cutting-edge audio-visual solutions enable inclusive hybrid and remote learning experiences, helping make education more accessible to more people, with more stable availability, around the world. By empowering educational institutions at all levels, from grade schools to universities, to expand access beyond the classroom, lab or lecture hall, we are helping to eliminate traditional educational disparities based on gender, ableness or geography, making education more equitable.

Simple operation means that teachers and administrators can concentrate on delivering engaging learning opportunities to students wherever they are. Offering simple deployment, robust security and easy scalability, our solutions make it fast and efficient to quip new educational premises and upgrade existing infrastructure, minimizing disruptions during the academic year.

See: Empowering education quality and equality

8 DECENT WORK AND ECONOMIC GROWTH
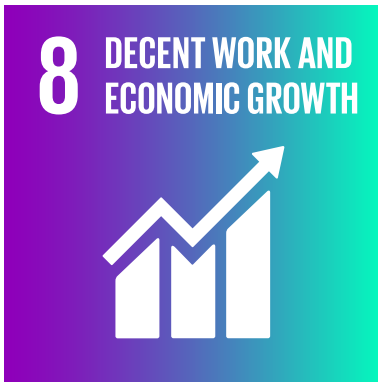
Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Kramer solutions for wired and wireless content sharing and collaboration enable productive, inclusive meeting and collaboration experiences for people wherever they are, in the office or working remotely. The simplicity and ease of use of our solutions empower people to meet, share ideas and work together with confidence, unencumbered by technological complexity. We promote equitable economic growth by continually innovating, bringing technological advances that empower workplaces across the full range of sectors and industries. Here at Kramer, we are committed to providing a healthy, rewarding and stimulating working environment for all our employees. We work to support a healthy work-life balance, offer hybrid work options where possible.

See: Facilitating flexible work models and workplace environments

11 SUSTAINABLE CITIES AND COMMUNITIES

Sustainable cities and communities

Make cities and human settlements inclusive, safe, resilient and sustainable

Our advanced command and control center solutions are utilized by regional bodies, governmental agencies municipalities and emergency response organizations to manage their varied jurisdictions operations, helping keeping people safe and productive in their cities and communities. Remote work and collaboration, supported by our video conferencing and collaboration solutions deployed at enterprises and educational institutions, reduces the need for people to come into city centers, reducing commuter hours and traffic congestion.

See: Facilitating flexible work models and workplace environments

13 CLIMATE ACTION

Climate Action

Take urgent action to combat climate change and its impacts

Our advanced video conferencing and collaboration solutions enable people to meet and work together efficiently from remote locations, reducing the need to commute to work and travel for business, and consequently reducing the associated carbon emissions. Our product designs leverage industry standards and advanced technologies to reduce the amount of plastic and other materials required for audio-visual products and networks.

See: Enabling more, with fewer components

Power efficiency in our products

Facilitating flexible work models and workplace environments
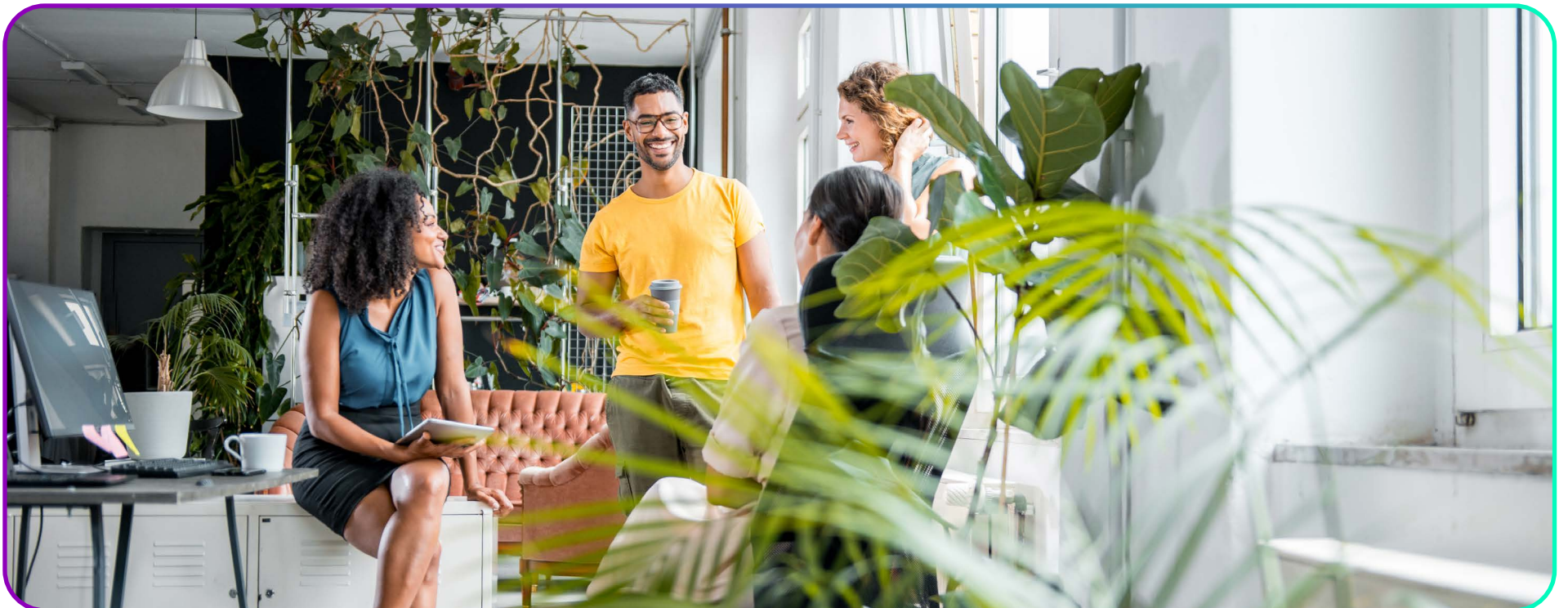
KRAMER PRODUCTS AND SUSTAINABILITY

| 3 GOOD HEALTH AND WELL-BEING | 4 QUALITY EDUCATION | 8 DECENT WORK AND ECONOMIC GROWTH | 11 SUSTAINABLE CITIES AND COMMUNITIES | 13 CLIMATE ACTION |

Enabling more, with fewer components

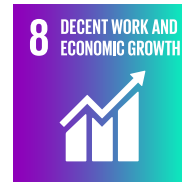**Driven by dual goals to reduce use of materials and simplify installations, creating and using multi-purpose components and products is key to Kramer's product strategy. We do this by leveraging the latest industry standards and innovating with breakthrough technologies and product designs.**

Open architecture

Compatibility with most other AV products on the market is a cornerstone of product development at Kramer. By integrating open technologies in our products, we make it simpler and more intuitive than ever for organizations to upgrade and add functions to their AV system, helping them improve their sustainability through maximization of their resources and future-proofing of their investments.

Power over Ethernet (PoE)

Our use of Power over Ethernet (PoE) technology eliminates the need for separate power supplies in many of our products, including receivers, transmitters, decoders, and encoders. Instead, just one central power supply powers all end devices connected on the network. This optimizes

power consumption and reduces the use of raw materials, both in the products themselves and terms of power points as there is no need for a separate power point next to each of the end devices. It also allows organizations to utilize their existing power infrastructure and cables.

HDBaseT standard

Kramer was an early adopter of the HDBaseT connectivity technology standard, which allows the transmission of high-definition audio and video, Ethernet, USB, control signals and power over a single cable, for distances up to 100 m (328 ft). By using HDBaseT, we reduce the amount of cable needed to transmit multiple data streams, reducing the use of plastic and helping reduce the environmental footprint of AV networks.

USB-C connectivity

Kramer is a leader in supporting USB-C connectivity for AV products. The most advanced USB standard to date, USB-C allows video, data, power, charging and Ethernet using a single cable and connection. We integrate the technology in numerous devices and in our extensive Kramer CONNECT USB-C family of USB-C cables that offer enhanced capabilities, performance and reliability.

Using USB-C reduces use of raw materials and natural resources by reducing the number of ports or interfaces required in products. It also allows more efficient use of power than older USB standards.

One-box product design

Reducing the amount of hardware required in different types of learning and working spaces reduces production-related consumption of raw materials (primarily plastics) and carbon emissions. It also reduces emissions related to transportation.

Kramer offers a variety of products and solutions that rationalize the amount of hardware required for video conferencing, presentation and collaboration. For example, our VIA wireless collaboration and conference platform, available in a range of single-box models, replaces the need for other dedicated products and installation of cables. Our Kramer Control touch panels enable users to control all devices in a room, replacing the need for separate, device-specific controllers. Our most advanced Kramer Control Virtual Brain hardware platform can host multiple BRAINware software instances. Another example of single-box design is our line of modular, multi-connection tabletop boxes for power, switching and control. Additionally, our varied AVoIP portfolio allows virtual switching, not limited to the number of physical ports, further supporting the one-box concept.

As we continue to introduce more multi-function hardware products, Kramer will migrate to selling one box instead of many, helping to reduce consumption of raw materials and shipping requirements, reducing emissions in every stage.

PASSIVE
UP TO
6ft/1.8M

ACTIVE
UP TO
15ft/4.6M

AOC
UP TO
164ft/50M
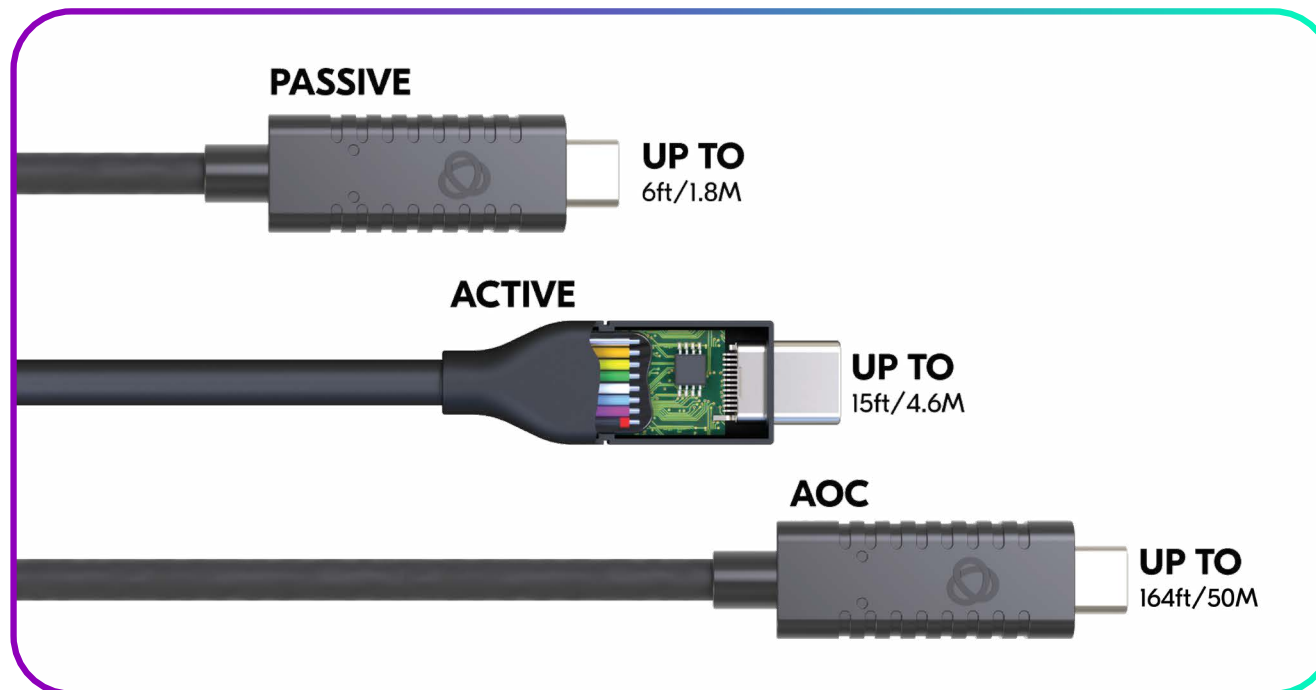
Power efficiency in our products

Kramer company policy highlights power efficiency as one of the most important considerations in the characterization process for new products. Beyond reducing the use of raw materials for power, optimizing the power consumption of our products reduces heat dispersal into the environment.

- Kramer utilizes only the most efficient power supplies in products that require an external power supply. This enables efficient utilization of energy by AV networks using our products.
- Some of our products have the option of a standby or sleep mode for reducing energy consumption.

- We use Power over Ethernet (PoE) in many of our products, further optimizing their power efficiency and installation hassle.
- Our industry-leading adoption of the USB-C connectivity standard in our devices and through our Kramer CONNECT USB-C cables family further increases power efficiency.

Ethical sourcing

The Kramer components database complies with the strictest standards to ensure worker safety.

We have a due diligence process to ensure we do not use minerals from conflict areas.

Empowering education quality and equality

Kramer collaboration platforms and devices facilitate inclusive and engaging in-person, hybrid and remote learning experiences and enable optimized connectivity across academic campuses of all types and sizes.

In the classroom, our AV connectivity and collaboration solutions connect digital displays and multiple information sources, such as laptops, microphones, projectors, tablets and cameras, enabling innovative, interactive teaching and learning. Our solutions are central to hybrid and remote education models, helping make

high-quality education more accessible to more students regardless of their location. Expanded access to education enhances equitability by enabling students who are at risk, live far away or otherwise cannot or do not want to travel to campuses, to learn and flourish.

While some academic institutions were early adopters in utilizing our products to enable new education models, the global COVID-19 pandemic accelerated the trend toward hybrid and remote learning. When in-person studies were suddenly shut down, Kramer helped

schools and universities rapidly update their capabilities for remote and hybrid learning, and we continue to bring innovative solutions for evolving education models. By providing academic institutions from kindergarten through university with advanced collaboration capabilities, flexible deployment options, robust security, and simplified management, we help them save resources and costs, supporting more inclusive and equitable access to quality education

Facilitating flexible work models and workplace environments

Kramer solutions for wired and wireless content sharing and collaboration empower people and organizations to connect with each other, exchange ideas, and collaborate efficiently and with maximum flexibility. Our solutions enable people to participate in meetings, presentations, and conferences with full confidence, and they help organizations keep pace with employees' expectations for hybrid collaboration and connection.

Enabling people to work from home or anywhere else of their choosing fosters inclusivity by offering equal job opportunities to varied individuals, including working parents, people with mobility issues, and those in non-urban areas. It also enhances operational stability, minimizing disruptions caused by factors like extreme weather and pandemics, benefiting

both companies and employees. In addition to breaking down geographical barriers and promoting employment equity for distant workers, technology solutions that enable remote work can expand the talent pool for companies, helping them grow and maintain their competitiveness.

Our advanced connectivity solutions offer several benefits for cities. They reduce commuting, cutting down on air pollution, traffic congestion, and parking demands. Additionally, by facilitating more inclusive and productive virtual meetings and conferences, these solutions significantly lower greenhouse gas emissions from air travel. Our high-speed, quality connectivity streamlines videoconferencing setup, and remote work options.
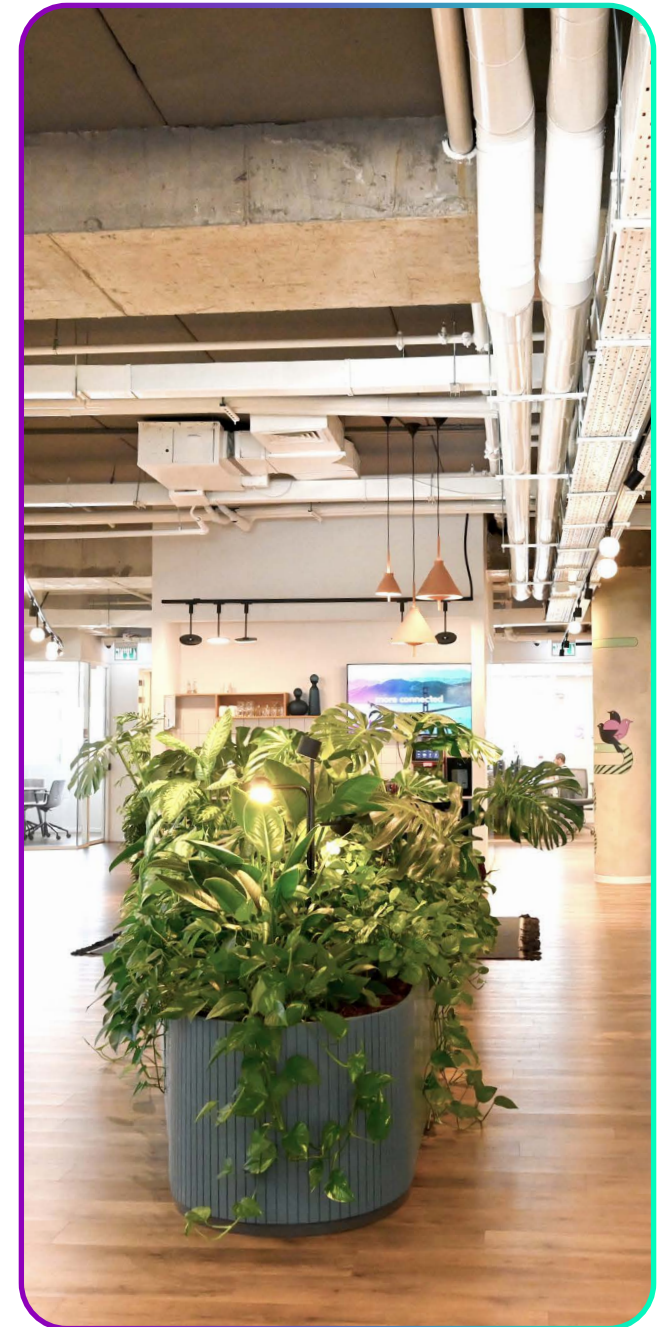
ENVIRONMENTAL BUSINESS STEWARDSHIP

As a successful global company, we recognize the responsibility we have to minimize our impact on the planet. As such, Kramer is committed to the continuous reduction and prevention of industrial waste and other forms of pollution. We maintain strict compliance with local laws and requirements around the world, as well as with internationally recognized guidelines, and we are constantly examining ways to implement greener business practices.

Sustainability as a design value

Environmental matters are an important consideration in our operations, and therefore we see sustainable product design as vital. As a market leader in wired and wireless video conferencing and collaboration, we prioritize interoperability, and resource minimization to drive innovation and accelerate industry-wide improvements. These practices contribute to a more sustainable environment. By enhancing audio-video content distribution, we support hybrid and remote work and learning frameworks, which can reduce greenhouse gas emissions and air pollution by reducing the need for commuting and business travel.

Reducing wiring

Kramer solutions are designed to enable organizations to expand and update their audio-visual networks on top of existing cabling, and to use wireless solutions where possible to eliminate additional wiring. This reduces the need for building renovations and simplifies installations. It reduces use of wires, and the associated use of plastics and other materials, minimizes waste, and decreases electricity and materials consumption during installation.

Increasing interoperability and standardization

Kramer utilizes the widely adopted HDBaseT and OPE industry standards in relevant new products, and provides numerous APIs, supporting the democratization of our technology. By designing for interoperability, we enable seamless use of our products in combination with products from many other brands. Customers can choose varied audio-visual components with confidence that they will work together smoothly. Instead of full-system updates or replacements, individual components can be updated, alleviating costs and electronic waste over time.

Reducing energy use

Efficient power usage is a key focus during our design process. For example, in programming the external power supplies and internal power supply boards (PSB) used in our products, we optimize the system architecture to reduce power use.

Minimizing materials consumption

By consolidating different types of connectivity cables into a single versatile cable (HDBaseT, USB-C), audio-visual system installers can minimize material usage and their environmental impact. This approach also assists in overcoming physical space limitations during system integration.

Responsible use of materials

Kramer is committed to reducing waste and minimizing the environmental impact of our production. Our manufacturing operations use only approved materials included in our product materials catalog and we comply with the strictest global and local standards and regulations regarding environmental pollution, handling of polluting substances, electrical recycling, and use of packaging materials, including RoHS, REACH, CM, and the relevant ISO standards. For example, our packaging materials are recyclable and/or are made of recycled materials, in compliance with ISO 14001.

Health and safety impact of our products

Kramer has made considerable investments to ensure our products comply with the FCC, CE and UL global health and safety regulations, as well as with the applicable local regulations where we market and sell our products

Working with the environment in mind

In line with our dedication to building a sustainable future, we constantly seek to reduce waste and energy usage in our day-to-day operations and encourage our management and staff to actively participate in a culture of ongoing enhancement and collaborative relationships with suppliers, customers, and all stakeholders.

Environmental management

Kramer strictly adheres to ISO 14001, which outlines requirements for an environmental management system to promote sustainability. Our company is audited and certified for compliance by an independent organization.

Working to reduce energy consumption within our organization

Kramer employs a growing variety of tools and strategies to minimize the environmental impact of our operations. For example, economical LED lights are installed in all our offices and air conditioners are operated economically, being manually operated when being actively being used and automatically turned off at the end of the day. Using our own smart controllers, air conditioners are automatically turned off in unoccupied rooms. Employees who are eligible for cars leased through the company are encouraged to choose electric vehicles. In staff kitchen areas, we have installed Tami4 water dispensers to eliminate the need for employees to boil water for each individual hot drink, reducing energy usage.

Responsible water use

The Tami4 water dispensers, which provide hot and cold drinking water on demand, reduce water waste. The main dishwashers installed in staff kitchens and the company cafeteria offer -saving programs.

Reducing plastic waste

To help reduce the world's carbon emissions and reduce non-compostable landfill waste, Kramer has banned the use of single-use plastic eating utensils on company premises.

Moving to a paperless office

Kramer employees are encouraged to avoid printing documents and to minimize use of paper for notetaking. We have implemented a system for authorizing documents using electronic signatures, eliminating the need to print and manually sign legal and contractual documents. Additionally, to operate the printing machines, employees need to use their employee ID card, which provides management with visibility into paper usage.

Office waste recycling

It is company policy to recycle office waste. Clearly marked receptacles for different types of office waste are placed throughout Kramer offices, to enable proper collection and processing of recyclable waste.

PEOPLE, SOCIETY AND CULTURE

8 DECENT WORK AND ECONOMIC GROWTH

Ensuring a positive working environment

We are committed to creating a fulfilling and healthy work environment that encourages innovation and excellence and offers ample opportunities for our team's growth and development. Kramer provides a stimulating workplace, which helps us attract and keep talented engineers, developers, and creative thinkers, and helps us in building a diverse workforce.

We are working to increase our current 80% retention rate to 90% or higher.

Prioritizing diversity and inclusion

As a company dedicated to achieving the highest standards, we believe diversity, inclusion, equality and creativity are fundamental to our success. We prioritize cultivating an inclusive and welcoming workplace where everyone feels valued.
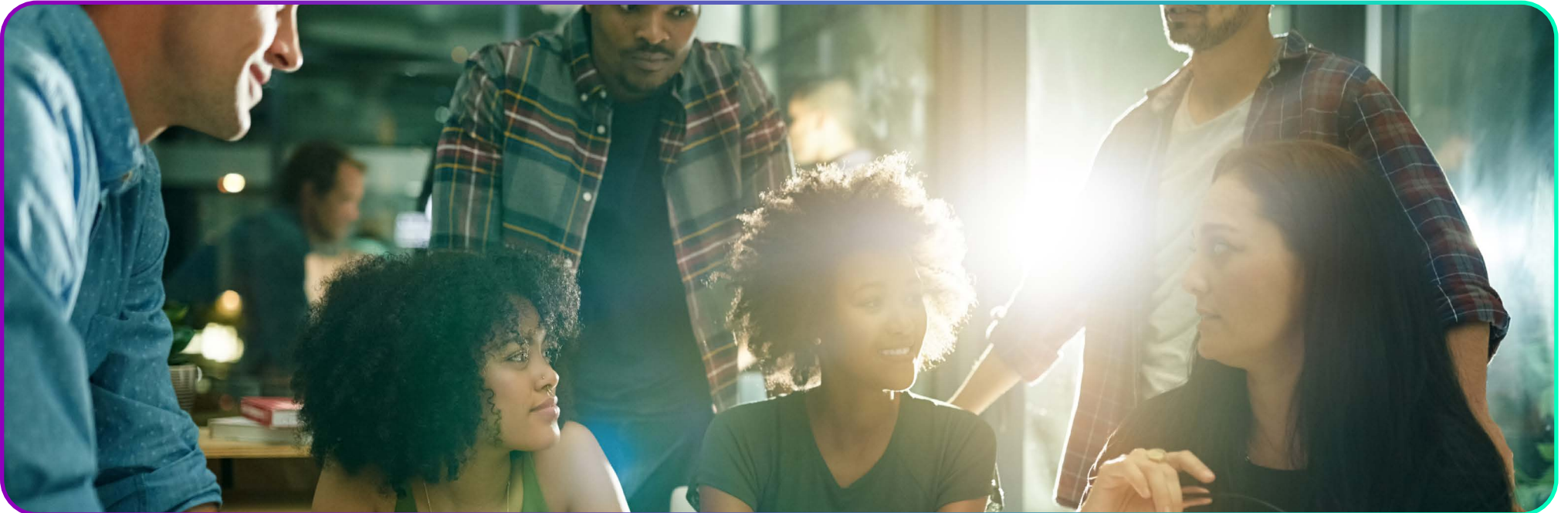
A broad employee base

An Inclusive and progressive workplace depends on gender, ethnic, and cultural diversity. Although the high-tech industry is predominantly male, we are committed to fostering gender inclusivity within our organization whenever possible.

The overall Kramer staff is 27% female, and as part of that, 13% of technical positions are held by women.

The employee population is well balanced across the range of ages.

Senior management and middle management are recruited locally, and relocation cases are rare.

Recruiting minorities

Diversity is a key performance indicator in our management strategy, and this commitment to diversity is consistently communicated throughout our organization. We are expanding our HR talent pool to include more candidates from minority populations. As part of this, we are working on recruiting minorities, in partnership with placement and integration agencies. We also actively encourage the employment of individuals from minority populations in the North of Israel, by considering offering special transportation for this purpose.

Ensuring equitable employment

We have clearly articulated policies designed to ensure all employees are treated with fairness, dignity and respect. We have a dedicated supervisor to ensure employees are protected from discrimination on any basis, and so far, there have been no discrimination cases recorded.

We are committed to paying fair wages to all our employees, without gender discrimination. We comply with and exceed minimum wage requirements in all countries in which we operate. Because we set wages and salaries according to comparative surveys of companies in our market, most employees are paid more than is mandated by law.

Respecting differences

As we operate in Israel, many different cultural and religious sensitivities influence social activities within the company. Festivals are celebrated with sensitivity toward different populations according to religion or custom. The Jewish festivals are celebrated with consideration towards Ultra-Orthodox requirements around food and event styles, enabling all to feel comfortable.

Supporting parents

We offer men and women the option to take parental leave when they need time off to care for their children, according to local laws. We also offer employees options for working reduced hours suited to their children's schedules. To support mothers returning to work after maternity leave, we have a designated breastfeeding room in our offices.

Transparency

We are working toward complete transparency with our employees. Employees are kept up to date on an ongoing basis through our internal communication portal, known as BOB. We conduct quarterly global all-hands meetings with all company employees, **sharing updates on our business** activities, goals, and achievements. Additionally, internal communication newsletters are emailed to employees once a quarter or more frequently.
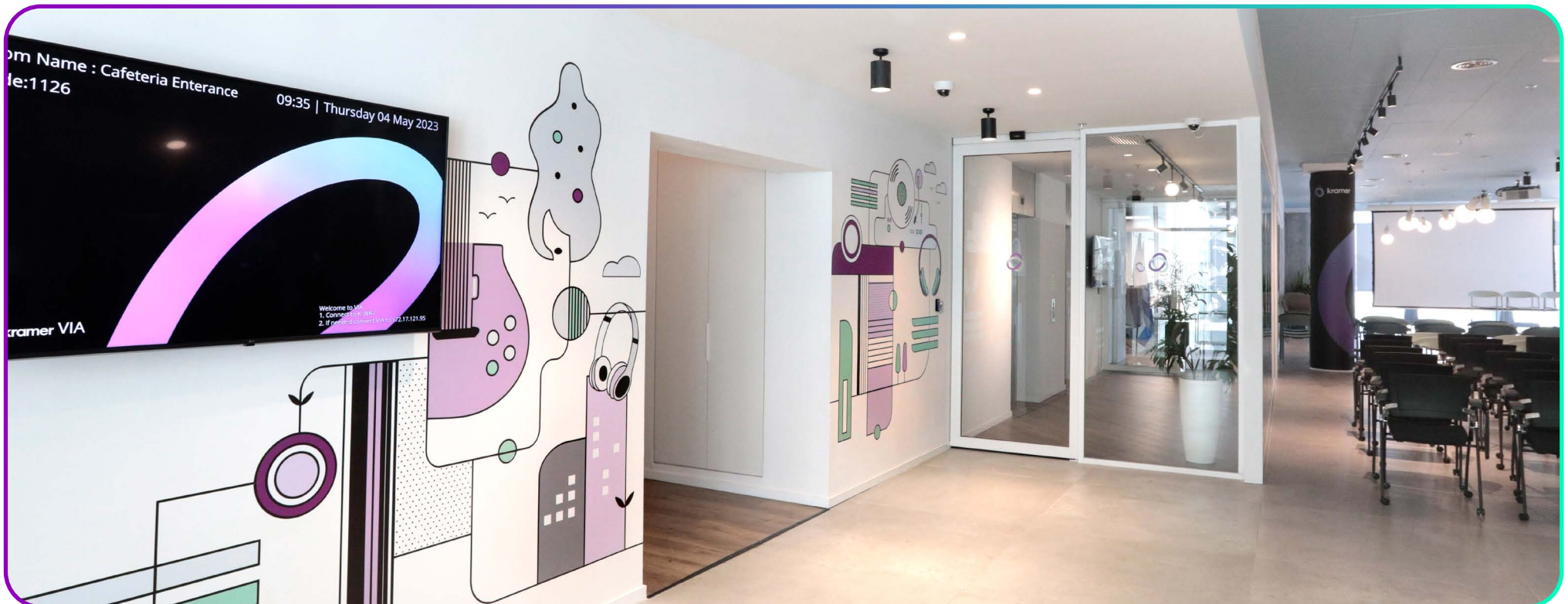
Employee health, safety and wellness

Kramer places the utmost importance on employee health, safety and wellness. In addition to meeting and exceeding recognized global health and safety standards, we diligently follow local laws and practices. Our health and safety practices are regularly audited for compliance by a third-party, with any policy deviations or accidents promptly reported to local authorities. In Israel, we offer employees premium private health insurance via a leading insurer, with eligibility starting three months after joining the company.

Occupational health and safety management

We ensure a healthy and safe working environment for all our employees by adhering to the ISO 14001, 45001, 9001 standards. Our company Safety Program includes clear processes for hazard identification, risk assessment, and incident investigation. Our employees are educated and informed about occupational health and safety through annual safety trainings, regular emails, and the information screens installed around our offices.

Our First Aid policy, which outlines the responsibilities of various team members and, is designed to enable fast and effective response to unforeseen events. All facilities are equipped with first-aid and fire prevention and response equipment in compliance with ISO 45000 and we run regular drills to ensure employees are clear about evacuation routes in the event of a fire or other threat.

Boosting connectedness and morale

To nurture shared experiences and ties between employees, Kramer creates opportunities for interactions beyond the usual day to day routine. The Kramer rock band, which brings together talented amateur musicians and singers from the employees of multiple departments, frequently performs at company events. The company has an ongoing budget for company-wide fun days and department-level gatherings.

Nutrition

To help our employees maintain a healthy diet, we offer a wide range of healthy choices in our staff cafeterias, with an emphasis on fresh vegetables, legumes and healthy proteins. Depending on the region, employees may also benefit from vouchers offering free or discounted options from local restaurants.

Hybrid work options

When the Covid-19 pandemic erupted 2020, we quickly implemented strategies and guidelines for efficient remote work practices to enable most employees to work from home. This helped our staff adapt to the altered work setup while considering health and safety concerns and supporting parents coping with school shutdowns. Our current remote work policy allows a hybrid framework, typically enabling employees to work from home a few days a week, depending on their roles and personal preferences.

Retaining and nurturing talent

At Kramer, we recognize that creating cutting-edge technology requires a team that is highly skilled and motivated. Our focus on developing cutting-edge AV and collaboration solutions naturally draws inquisitive and ambitious talent. Furthermore, we foster our team's growth and adaptability through training, career development, and internal mobility opportunities.

Training and development

We provide employee training and development by budgeting for and allocating training hours per employee. Soft skills and self-development training is covered by a dedicated HR budget, and professional training costs are covered by the respective departments. We have a streamlined approvals process to expedite signups for professional courses. Moreover, we provide all employees with access to UDEMY and COURSERA courses, encouraging independent learning. Additionally, the company offers organized courses spanning both professional and soft skills to empower self-development.

Performance assessments and career development

All employees go through a regular, structured performance and career development process twice a year, including training and preparation before the review and assistance, if necessary. We prioritize internal promotion opportunities, ensuring that they align with employees' professional qualifications and skills.

RESPONSIBLE GOVERNANCE

8 DECENT WORK AND ECONOMIC GROWTH
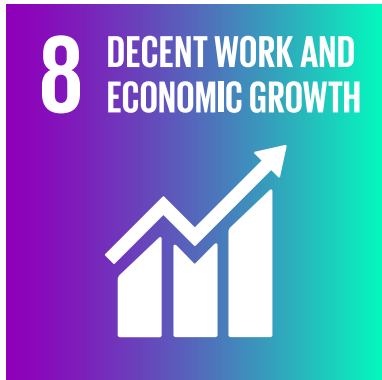
Operating with Integrity and ethics

Our goal as a designer and manufacturer of electronic equipment for the Pro AV industry is to achieve success in the marketplace while meeting our responsibilities to be a good corporate citizen. To accomplish this, Kramer follows the Responsible Business Alliance (RBA, formerly EICC®) Code of Conduct, the highest standard in business management systems. The RBA Code of Conduct covers labor practices, health and safety requirements, environmental protection, and ethical standards.

Kramer Ethics

Beyond following internationally recognized standards of conduct, we have our own Code of Conduct in place, which includes a commitment to upholding the highest standards of integrity in all business interactions.

Business integrity

All information about Kramer's business activities, structure, financial situation, and performance is disclosed in accordance with applicable laws and regulations. Kramer business dealings are accurately reflected on the record as required by applicable laws, regulations and accounting rules. Falsification of records or misrepresentations of conditions or practices in the supply chain are unacceptable. Monitoring and enforcement procedures are implemented to ensure compliance with anti-corruption laws.

Fair business

Kramer upholds applicable standards of fair business, advertising and competition.

Improper advantage

We have a zero-tolerance policy prohibiting any and all forms of bribery, corruption, extortion, and embezzlement (including promising, offering, giving, or accepting bribes).

Intellectual property

We respect intellectual property rights. The transfer of technology and know-how within our operations is done in a manner that protects intellectual property rights in accordance with the agreement of all parties involved.

Privacy

We are committed to complying with applicable privacy and information security laws and regulations when personal information is collected, stored, processed, transmitted, and/or shared. This includes personal information of suppliers, customers, consumers, and employees with whom we do business.

Non-retaliation

Should an issue arise, Kramer has a communicated process for personnel to raise any concerns without fear of retaliation.

Labor practices

Kramer complies with local laws and trade agreements in every territory it conducts its business. Moreover, we are committed to upholding the human rights of workers as understood by the international community, while treating every worker with dignity and respect.

- Diversity – Kramer is an equal opportunity employer. We welcome all people regardless of race, color, religion, national origin, gender identity, sexual orientation, veteran, or [dis]ability status to be a part of our team. We have policies in place to ensure non-discriminatory hiring and compensation.
- Supply chain – Our supply chains include workers, subcontractors, and vendors that are subject to conditions that may result in violations of basic rights such as forced labor. Kramer has taken upon itself to combat human trafficking and will not engage in any business relationship with subcontractors that engage in such practices.

Conflict Minerals

Kramer cares deeply about its responsibility as a global corporate citizen. With operations spanning six continents and more than 90 countries, we are acutely aware of the impact our activities can have on diverse regions and populations around the world, both directly and indirectly. With that responsibility in mind, we have implemented an internal due diligence program based on the Responsible Business Alliance. You can read more about our program and the RBA here.

About Kramer

Kramer audio-visual experiences power creativity, collaboration, and engagement. From AVSM to advanced cloud-based communication, collaboration and control solutions, Kramer creates audio-visual experiences that are more engaging, more inclusive and more connected than ever before. Headquartered in the heart of Startup Nation - Tel Aviv, Israel with locations around the world, Kramer's audio-visual experts are designing the future of engagement technology. Physical and digital boundaries have blurred. But no matter how hybrid our world becomes, our desire for real, human connection will never cease. Kramer's intuitive, seamless technology breaks down walls, bridges gaps, and makes people feel closer together even when they're far apart.

kramer

www.kramerav.com