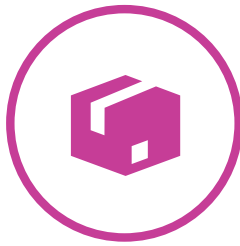


# Claroty ESG Statement

Claroty is committed to conducting its business in a responsible and sustainable manner by integrating strong environmental, social, and governance (ESG) policies throughout the business. This document outlines Claroty's ESG policies across the following key areas:



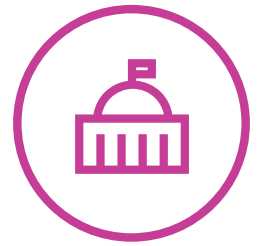
OPERATIONS



PRODUCT  
OFFERINGS



PEOPLE



GOVERNANCE &  
ETHICAL OVERSIGHT

## OPERATIONS



We are committed to building a sustainable future by implementing thoughtful site operations, delivering waste reduction strategies, and responsible logistics practices—all while enabling our customers to achieve their own ESG goals through our innovative technologies.

### Carbon Footprint Reduction

To reduce our transportation-related emissions, we've optimized our global logistics operations:

- **Regional Fulfillment Centers:** In addition to our main site in Israel, we now ship from regional hubs in the U.S. (serving the Americas) and Germany (serving Europe and Asia-Pacific).
- **Eco-conscious Shipping Partners:** We use FedEx and DHL, who optimize delivery routes to serve multiple customers in the same area efficiently.
- **Bulk and Ground Shipping:** We consolidate multiple items into a single shipment when possible and use ground shipping over air freight in the U.S. and EU to reduce emissions.
- **BYOH:** Claroty empowers customers to embrace a Bring Your Own Hardware (BYOH) policy, with the option to deploy Claroty software on their existing hardware infrastructure. This minimizes hardware production resources and shipping-related emissions, as well as total cost of ownership (TCO) for the customer.

## Site Operations

At our hardware installation sites in Germany, we've developed purpose-built, compact rooms designed specifically for two installation racks. These rooms are independently cooled, making them significantly more energy efficient than maintaining climate control in larger spaces.

We maintain a minimal internal hardware footprint by leasing most of our data center infrastructure from Amazon Web Services (AWS) and Google Cloud, both of which have ambitious sustainability commitments as well.

## Waste Management

We're actively reducing physical waste and promoting responsible disposal:

- **Smart Packaging:** We've optimized shipping box sizes to match equipment dimensions precisely, significantly cutting down our use of bubble wrap and excess cartons.
- **Paperless Shipping:** All documentation is provided digitally—no printed paperwork is included in shipments—helping us save paper and streamline customs processing.
- **Responsible Disposal:** We partner with certified e-waste recycling companies that collect and sustainably recycle outdated hardware and electronics from our installation sites. Certificates of recycling are available upon request.



## PRODUCT OFFERINGS

Claroty's solutions are designed not only to secure operational environments but also to enhance efficiency and reduce environmental impact for our customers.

## Secure Remote Access

Claroty xDome Secure Access enables simple, secure, and reliable remote access to operational networks. By providing organizations with greater visibility and control over their industrial environments remotely, it reduces the need for on-site travel—lowering associated emissions and costs—while also enhancing cybersecurity.

## Operational Efficiency

Claroty helps healthcare organizations maximize the efficiency of their clinical environments and medical device fleets, leading to reduced waste and more sustainable operations:

- **Improve Device Efficiencies:** Automate labor-intensive tasks like CMMS reconciliation and device location tracking, freeing clinical teams to focus on higher-value care delivery.
- **Optimize Device Procurement:** Use benchmark data for inventory and utilization to right-size device fleets, load-balance across locations, and renegotiate leases and maintenance contracts.
- **Extend Device Lifecycle:** Gain full visibility into device usage, locations, and lifecycle data through customizable dashboards and reports within the Claroty platform.

These capabilities help healthcare providers reduce over-procurement, maximize the use of existing assets, and reduce electronic waste by extending the life and value of their device inventory.

## PEOPLE



At Claroty, our people—Claromates—are the driving force behind everything we do. With several hundred employees across 25+ countries, we operate as one global team united by a shared mission to secure the cyber-physical world. We are proud to foster a people-first culture and a collaborative, inclusive, and high-performance environment. Throughout our fast-paced, hyper-growth journey, we create opportunities for every Claromate to thrive, contribute, and grow—both personally and professionally.

### Core Values

Our values are the heart of our culture and guide every decision we make:



**People First:** We put each other ahead of work, knowing that when we care for one another, results follow.



**Customer Obsession:** We are fanatically committed to our customers and their success.



**Strive for Excellence:** We hold ourselves to high standards and dedicate ourselves to excellence in all we do.



**Integrity:** We operate with the highest ethical standards, professionalism, and mutual respect. These values are more than words—they shape the way we work, support one another, and build a culture where every Claromate can succeed.

### Fairness, Ethics & Workplace Conduct

Claroty is committed to upholding the highest standards of fairness, ethics, and integrity across every aspect of our business. We foster a work environment built on mutual respect, professionalism, and zero tolerance for harassment, discrimination, or retaliation of any kind.

Our Code of Conduct, which all employees are required to review and acknowledge, outlines clear expectations for ethical behavior and workplace interactions. We also maintain dedicated whistleblower reporting channels and processes to ensure employees can raise concerns safely and confidentially.

We are committed to creating an equitable workplace where everyone is treated with dignity, has equal access to opportunities, and feels empowered to speak up and be heard.

### Diversity, Equity, and Inclusion

With team members across more than 25 countries, diversity is embedded in our DNA. Our global workforce includes individuals from a wide range of cultural, ethnic, and racial backgrounds, creating a dynamic and inclusive environment. We are committed to cultivating a workplace where all voices are heard, respected, and empowered across all geographies.

## Employee Engagement & Retention

At Claroty, we believe that engaged employees are the foundation of a strong and resilient company. Our people are passionate, committed, and deeply connected to our mission. This is reflected in our consistently high engagement levels, strong participation in company initiatives, and recognition as a Great Place to Work® in the United States and the United Kingdom.

One of the clearest signs of employee trust and satisfaction is our referral rate—nearly half of our new hires join through employee referrals. This demonstrates the pride our people take in working at Claroty and their confidence in recommending us to others. We continuously invest in listening to our employees, monitoring key engagement and retention indicators, and creating an environment where every Claromate feels valued, supported, and inspired to stay and grow.

## Talent Development & Career Growth

We are deeply invested in the professional growth of every Claromate. Whether through stretch assignments, cross-functional projects, leadership programs, or our learning-on-demand platform, we empower employees to learn, grow, and lead. From tailored training courses and English lessons to career path pilots and coaching programs, we believe in unlocking potential and enabling continuous development at every stage.

## Health, Wellness, and Benefits

We are committed to supporting the holistic well-being of our people—physically, emotionally, and financially. Our benefits are designed to be competitive, inclusive, and relevant across our global workforce.

Claroty offers a comprehensive range of benefits, including:

- **Robust health coverage** and wellness support tailored to local standards
- **Flexible work arrangements** empower employees to balance work and life

We continuously review and enhance our offerings to meet evolving employee needs and ensure that every Claromate feels supported, wherever they are in the world.

## Work-Life Balance & Employee Experience

At Claroty, we believe rest fuels performance. Twice a year, we hold “Clarobreaks”—global long weekends—to help employees fully disconnect, recharge, and return refreshed. We also prioritize human connection with frequent team-building events, in-person gatherings, birthday celebrations, and holiday gifts that bring joy and strengthen bonds.

## Community Impact & Volunteering

We are committed to making a meaningful difference in the world around us. Each May, we celebrate “Claramonth”, our global volunteering month aligned with the anniversary of Claroty’s founding. We partner with nonprofits across regions to create impactful opportunities for employees to give back. In addition, we hold a charitable donation program—empowering the region with the highest participation to select a charity for corporate giving. Through small steps, we make a big impact—together.



## GOVERNANCE & ETHICAL OVERSIGHT

We believe strong governance is the foundation of a resilient and responsible business. Our approach to ESG is grounded in integrity, transparency, and long-term value creation for all stakeholders.

### Board Oversight

Oversight of ESG matters is integrated into our corporate governance framework. Our Board of Directors, through designated committees, provides strategic guidance on key areas including enterprise risk, cybersecurity, data privacy, ethical business conduct, regulatory compliance, and corporate responsibility. ESG-related risks and opportunities are regularly reviewed as part of our board's overall risk oversight responsibilities.

### Executive Accountability

Our leadership team is actively engaged in aligning ESG priorities with business strategy. This includes cross-functional coordination across teams to embed ESG considerations into decision-making, operations, and culture. Where appropriate, elements of executive compensation may be linked to progress on specific risk, compliance, and operational goals—including those that support our ESG commitments.

### Ethics, Whistleblower, and Compliance Framework

We maintain a comprehensive ethics and compliance program, supported by clear policies and internal controls. Employees and stakeholders have access to anonymous reporting mechanisms through our whistleblower channels, and we prohibit retaliation in any form. These systems help ensure accountability and reinforce a culture of transparency and ethical conduct.

### Responsible Technology and AI Use

As a technology company, we recognize the responsibility that comes with innovation. We are committed to the ethical development and deployment of advanced technologies, including artificial intelligence. This includes internal protocols to assess fairness, security, and potential societal impacts of new products and capabilities.

### Independent Review and Continuous Improvement

We engage independent advisors, external counsel, and third-party auditors where appropriate to help evaluate and enhance our governance practices. Our governance approach is regularly reviewed to reflect evolving stakeholder expectations, regulatory landscapes, and industry best practices.

As we grow, we remain committed to fostering a governance culture that supports sustainable innovation, ethical leadership, and inclusive value creation.

#### About Claroty

Claroty has redefined cyber-physical systems (CPS) protection with an unrivaled industry-centric platform built to secure mission-critical infrastructure. The Claroty Platform provides the deepest asset visibility and the broadest, built-for-CPS solution set in the market comprising exposure management, network protection, secure access, and threat detection — whether in the cloud with Claroty xDome or on-premise with Claroty Continuous Threat Detection (CTD). Backed by award-winning threat research and a breadth of technology alliances, The Claroty Platform enables organizations to effectively reduce CPS risk, with the fastest time-to-value and lower total cost of ownership. Claroty is deployed by hundreds of organizations at thousands of sites globally. The company is headquartered in New York City and has a presence in Europe, Asia-Pacific, and Latin America. To learn more, visit [claroty.com](https://claroty.com).