

The background of the cover is a photograph of a cornfield, with rows of corn plants stretching towards a distant treeline under a cloudy sky. The entire image is overlaid with a green-to-teal gradient. In the top left corner, there are diagonal white lines. In the top right corner, there is a white square and a series of white horizontal lines that curve downwards.

2022

Taranis ESG Report

ENVIRONMENTAL. SOCIAL. GOVERNANCE.

About this Report

Taranis has committed itself to aligning our business practices with Environmental, Social, and Governmental (ESG) standards consistent with our vision of a technology-enabled, fully sustainable agriculture industry.

We are publishing this inaugural ESG report to inform stakeholders of our sustainability progress and goals, and as our first step toward a robust, annual ESG reporting. We see ESG reporting as an important tool through which we evaluate our performance and identify future opportunities for improvement.

Taranis created this ESG report through a series of interviews and reviews with Taranis employees from across the various functions of our business. We aligned this report with the Sustainability Accounting Standards Board (SASB) Software & IT Services industry standards to adopt best practices and meet stakeholder's expectations.

This inaugural report covers ESG data, initiatives, and activities from April 1, 2021 to March 31, 2022 (our fiscal year 2022). We look forward to developing robust key performance indicators (KPIs) that will showcase our ESG performance in future annual reports.

We value and welcome feedback from all stakeholders.

Please send comments or questions about this report to: ESG@taranis.ag

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At Taranis, we serve an important Purpose: creating opportunities for sustainable and enduring prosperity starting in our local communities and for the benefit of the world.

A Message from Our CEO

I am proud to share Taranis' first Environmental, Social & Governance (ESG) report. At Taranis, we serve an important purpose: creating opportunities for sustainable and enduring prosperity starting in our local communities and for the benefit of the world. This inaugural report marks a significant step forward in our sustainability journey and tells the story of how our people and company are making a difference in the communities in which we work and live.

In addition to the many benefits our focus on ESG brings to our people, our customers, and our communities, a thriving ESG program also creates real opportunities for Taranis as a business. We know our customers and prospects increasingly consider our commitment to ESG when choosing to partner with us. ESG is also a priority for attracting top talent, as employees and job candidates are more interested than ever in social and environmental issues, and they want to work for and grow with a company that's making positive contributions to society.

The purpose of this inaugural ESG report, is in part, to lay out our key priorities and progress to date. But most importantly, this report initiates a conversation with all the stakeholders involved with Taranis so we are able to set a baseline of accountability that we will measure ourselves against as we progress on this journey.

While we are proud of our progress, we know that we are at the beginning of what is possible. We look forward to continuing to focus on excellence in sustainable business practices and ESG initiatives, and to share our progress with you along the way.

Sincerely,

A handwritten signature in black ink, appearing to read 'Bar Veinstein'.

Bar Veinstein
Chief Executive Officer



OUR COMPANY

Creating opportunities for sustainable and enduring prosperity starting in our local communities and for the benefit of the world.

- ▶ Taranis At-a-Glance
- ▶ Our Purpose, Vision and Mission
- ▶ Our Values
- ▶ Our Technology

Taranis at a Glance

Founded in 2015, Taranis is the world's leading AI-powered crop intelligence platform 100% focused on helping agricultural retailers demonstrate value for their growers. Taranis' leaf-level crop intelligence helps advisors and agricultural retailers alert growers to early signs of crop threats such as weeds, insects, diseases, and nutrient deficiency - threats that amount to more than \$500B in global crop losses each year according to United Nation's Food & Agriculture Organization (FAO).



2015

THE YEAR WE
FOUNDED



100+

GLOBAL
CUSTOMERS



2M+

SUBSCRIBED
ACRES



172%

NET DOLLAR
RETENTION



\$100M

FUNDING RAISED
TO DATE



110+

GLOBAL EMPLOYEES
37% FEMALE



98%

ARR GROWTH
IN FY2022



200M

LEAF-LEVEL AI
DATA POINTS

Our Purpose, Vision and Mission



PURPOSE (WHY?)

Creating opportunities for sustainable and enduring prosperity starting in our local communities and for the benefit of the world.



VISION (WHAT?)

We are the only crop intelligence platform 100% focused on helping advisors and growers demonstrate and see value in every acre before, after, and during the crop season.



MISSION (HOW?)

We help build a better, more informed value chain through full-service, leaf-level data capture & artificial intelligence that accelerates decision making, simplifies management, and improves the bottom line.

Our Values – The 6 C's of Taranis

Our values lie at the heart of the way we do things. Values drive our daily behaviors, guide our decisions, and form the foundation of our culture.

CHARACTER

We conduct business with integrity and respect

COMMUNITY

We are passionate about customer success and making a real impact

COLLABORATION

We respect each other and draw strength from our differences

CARE

We care for our environment, our communities, and for each other

COMMITMENT

We relentlessly hold a high bar for performance

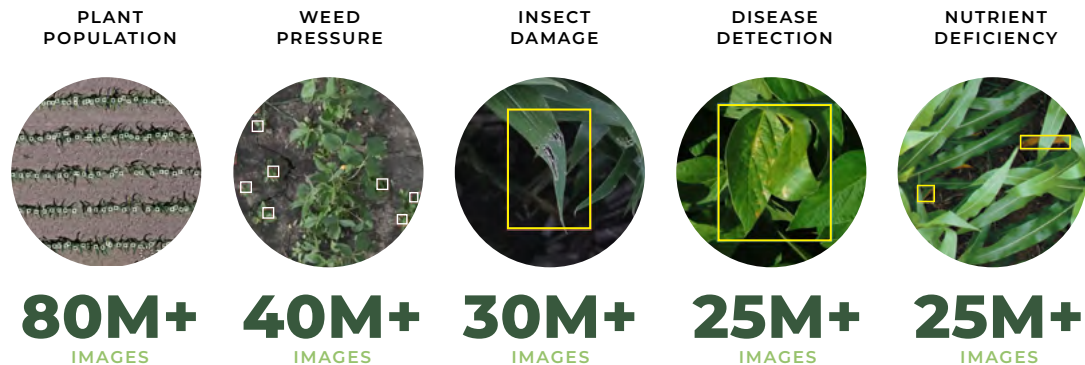
CREATIVITY

We have big ideas, take action and get it done

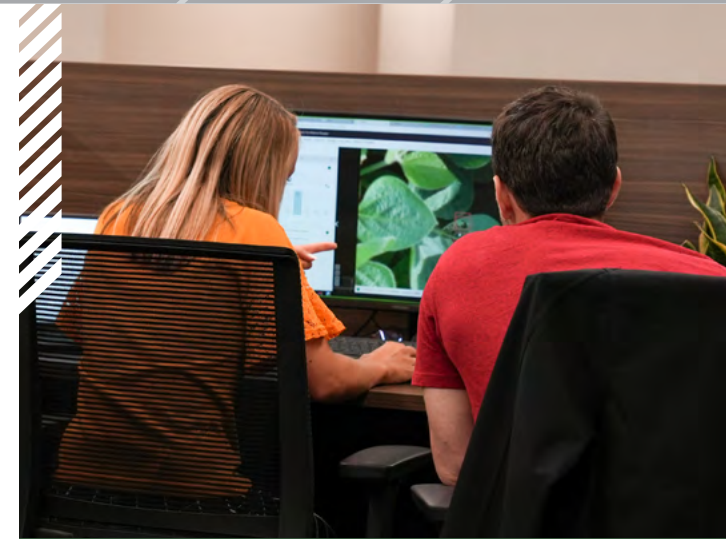
Our Technology

The Taranis solution is an artificial intelligence (AI)-driven, software-as-a-service (SaaS) platform for advisors and growers in the agricultural sector.

The solution uses leaf-level crop intelligence and enables farmers to increase their yields (reduce crop losses) and reduce costs through better management of crop health threats such as: weeds, insects, crop stand count, crop disease and nutrient deficiency. This automated detection of threats, using remote imaging technologies, provides significant efficiencies over the traditional methods of crop scouting.



The key benefit of the solution lies in its ability to automate and shorten the lengthy process of threat detection and diagnosis currently used by agricultural retailers and growers across the industry. It provides demand intelligence directly from the fields to the agricultural retailers. This intelligence enhances their sales and helps them develop a trusted relationship with the growers with whom they work.



Automated detection of threats using remote imaging technologies, provide significant efficiencies over the traditional methods of crop scouting.

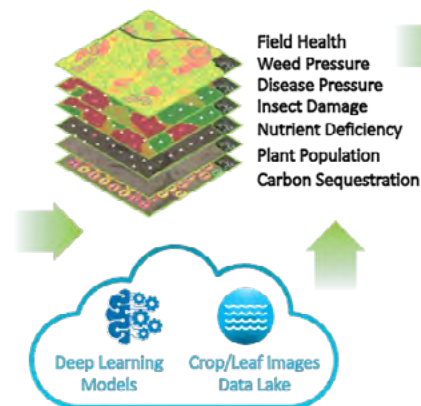


Taranis' solution enjoys a technology leadership position on account of its high-resolution submillimeter imagery data that trains its advanced deep-learning engines, hence, providing highly actionable insights. In addition to its current crop intelligence solution, Taranis is developing a new type of remote sensing for carbon verification in the soil using satellite imagery, environmental data, weather and climate data, proprietary algorithms, and AI.

Multi-Level Data Acquisition



Crop Analytics & Insights



Actionable Demand Intelligence

- Fertility Program
- Soil Carbon Credit
- Re-plant / Seed sale
- Herbicide Application
- Fungicide Application
- Insecticide Application



ESG AT TARANIS

Taranis is committed to advancing sustainable business practices and driving positive impact for our customers and communities.

- ▶ FY2022 Highlights
- ▶ ESG Governance
- ▶ ESG Materiality Assessment
- ▶ Our ESG Priorities

Fiscal Year 2022 ESG Highlights

Fiscal Year 2022 was an incredible year for Taranis and our stakeholders. Some of our ESG highlights include:

Environmental

COMMITTED

TO MEASURING AND REDUCING
OUR SCOPE 1 AND SCOPE 2
EMISSIONS

INITIATED

AN ENVIRONMENTAL
IMPACT ASSESSMENT

EXPANDED

OUR OFFERING WITH THE
LAUNCH OF AN AGRICULTURE
CARBON VERIFICATION
SOLUTION

Social

79%

POSITIVE EMPLOYEE
ENGAGEMENT SCORE

45.5%

OF NEW EMPLOYEES
HIRED IN 2022 ARE WOMEN

PROMOTED

EMPLOYEE DEVELOPMENT
THROUGH NEW LEADERSHIP
TRAINING PROGRAM

Governance

ESTABLISHED

OUR ESG LEADERSHIP COMMITTEE
AND OVERSIGHT BY GOVERNANCE
AND SUSTAINABILITY
BOARD COMMITTEE

PUBLISHED

GLOBAL
'CODE OF CONDUCT'
POLICY

100%

EMPLOYEE COMPLIANCE
WITH ETHICS TRAINING

ESG Governance

Aligned with industry best practices, in fiscal year 2022, we began the process of formalizing our ESG governance with the creation of an 'ESG Working Group'. The ESG Working Group is responsible for supporting ESG data collection, promoting the program internally and externally, driving progress on our ESG priorities, and producing our annual ESG Report. We also created and filled our first ESG position (Sustainability Analyst), and we plan to grow our dedicated ESG team in the future.

In addition to creating an ESG Working Group, we are establishing an 'ESG Leadership Committee' that will be responsible for providing executive oversight and strategic direction for the ESG program at Taranis. The ESG Leadership Committee will be chaired by our Chief People & Culture Officer, Ayelet Tamir, and will include our Chief Executive Officer, our Chief Finance & Operations Officer, our Chief Commercial Officer and select senior leaders from across the company.

In fiscal year 2023, our Board of Directors will establish a Governance & Sustainability Committee to provide oversight and receive regular updates on the ESG program's progress from the ESG Leadership Committee.



An 'ESG Leadership Committee' will be responsible for providing executive oversight and strategic direction for the ESG program at Taranis.



ESG Materiality Assessment

A materiality assessment enables Taranis to prioritize ESG issues most significant to our business and main stakeholders, allowing us to achieve long-term sustainability performance.

To ensure we deploy our efforts and resources where needed most, in fiscal year 2022, we engaged an independent sustainability consultant to help us conduct our initial materiality assessment, and to identify the ESG topics of greatest relevance to Taranis, in line with the SASB reporting frameworks.

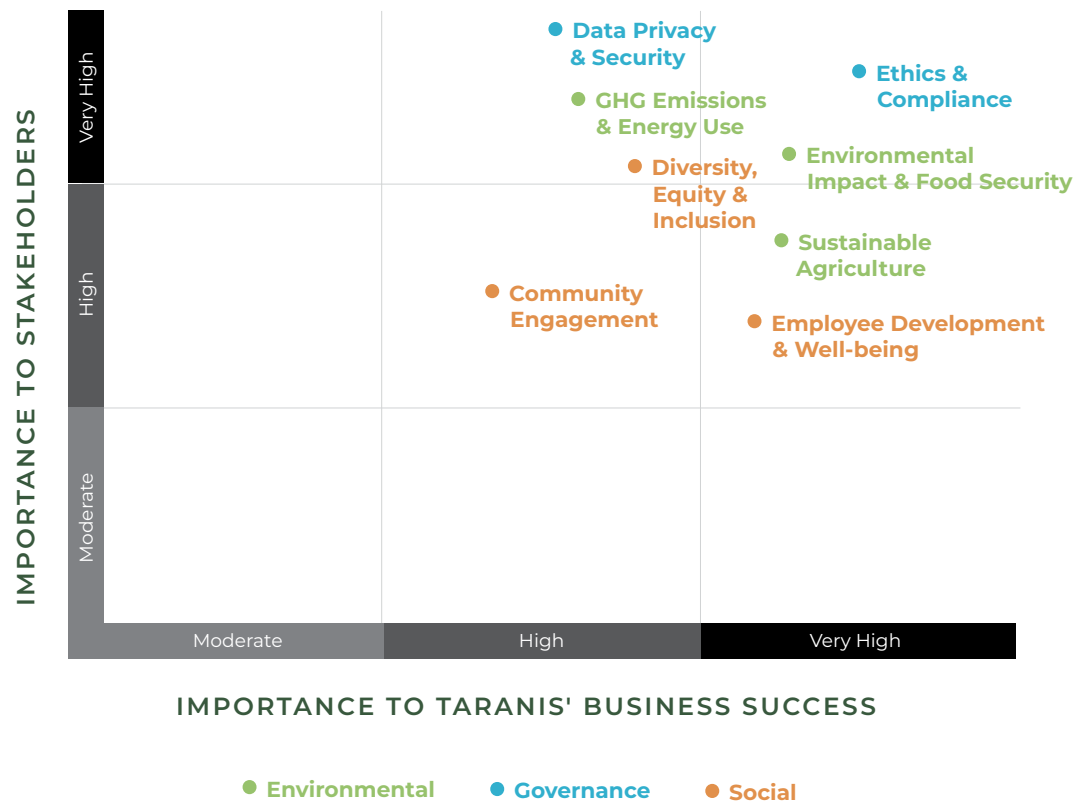
Moving forward into fiscal year 2023, we plan to conduct a comprehensive materiality assessment and solicit deeper feedback from our diverse stakeholders (team members and leadership, customers, business partners, and major investors), to guide our ESG program into the future with the greatest shared positive impact possible.

A materiality assessment enables Taranis to prioritize environmental, social and governance (ESG) issues most significant to its business and main stakeholders to achieve long-term sustainability performance.

Our ESG Priorities

To illustrate the findings from our Materiality Assessment, we've created an **'ESG Materiality Matrix'** that presents the relative prioritization levels of our material topics, and categorizes them according to their importance to Taranis' stakeholders and business success.

Although the materiality matrix presents the relative importance of each topic, all topics are considered material for Taranis and serve as a guiding list to deliver our ESG strategy.



A photograph of a man and a young boy planting seedlings in a field. The man is wearing a red polo shirt and blue jeans, and the boy is wearing a dark t-shirt. They are both looking down at the plants they are planting. The background is a lush green field with rows of plants. The image is overlaid with a green gradient and some white geometric lines.

ENVIRONMENTAL

We care about our impact on the world. We strive to create a more sustainable future by developing innovative solutions that address environmental challenges - both at Taranis and with our customers.

- ▶ GHG Emissions & Energy Use
- ▶ Environmental Impact of Products
- ▶ Sustainable Agriculture

GHG Emissions and Energy Use

We recognize the need and urgency to respond to climate change and protect the health of the environment. With that, we have committed to reducing our own environmental footprint as a company. Our approach to environmental sustainability within our business operations focuses on three areas: emissions & energy, waste, and sustainable procurement:

- 1. Emissions & Energy** - Our materiality assessment identified the reduction of energy usage and emissions as key areas for us to contribute to the fight against climate change. We are beginning to measure our scope 1 and scope 2 emissions, including analyses on energy and water consumption, and data storage methods. Because our office space is leased, we will collaborate with building managers and owners to gather data on energy usage.
- 2. Waste** - We are in the planning phase of a new waste minimization policy. We aim to enhance our recycling program to decrease the amount of waste generated and attempt to recycle all: waste paper, plastic, aluminum cans and cardboard. We only use recycled, compostable paper cups, and encourage the substitution of reusable, ceramic mugs wherever possible.
- 3. Sustainable procurement** - Taranis' cloud environments are operated by Google cloud. We prioritize providers that have a strong commitment to minimizing their impact on the environment in our data center selection processes. We promote green office practices at all our sites, and prioritize purchasing from local businesses. We plan to make sustainability a core factor in our evaluation of new offices as we continue to grow.





We also believe that our solutions will make a significant contribution to help growers provide a more sustainable food supply and bring lasting prosperity to communities and people.

Environmental Impact & Food Security

Taranis believes that all people should have access to clean and healthy nutrition. We partner in local communities to promote sustainable farming practices, clean water, and access to quality nutrition. Our partners strive, each and everyday, to produce the quality food we all rely upon. Our technologies enable growers to make prudent economic and environmental decisions on the farm. This is why we include our customers and growers in our design process and roadmap.

Farmers everywhere face a growing set of challenges: ever-increasing threats from weeds, pests, and diseases; rising consumer demand for nutritious, safe and affordable food; and societal expectations that the agricultural community reduce greenhouse gas emissions. Innovative solutions like Taranis, allows farmers to increase productivity and profitability potential while demonstrating the good work and practices they use to ensure a safer and healthier environment. With the help of Taranis' insights, crop advisors work with growers to create variable rate recommendations to help improve crop yield and soil health utilizing more precise application of crop protection products.

Taranis technologies help our partners and customers understand and minimize adverse environmental impact. Agricultural partners make decisions regarding the inputs they choose, amounts applied, and other important management practices. Such decisions regularly involve the application of fertilizers and crop protection inputs, representing important considerations in the understanding of a farm's environmental impact. Our technologies create and deliver insights such as:

- ▶ **Maximize efficiency of fertilizers and crop protection inputs**
- ▶ **Increasing crop quality and yield**
- ▶ **Strengthen global food security & increasing nutritional quality**
- ▶ **Preserving soil health and minimizing adverse environmental impact**

To better understand how Taranis and the insights we provide affect the environment, we are committed to developing a framework to measure and monitor our environmental impact in the next stage of our ESG journey.

Sustainable Agriculture

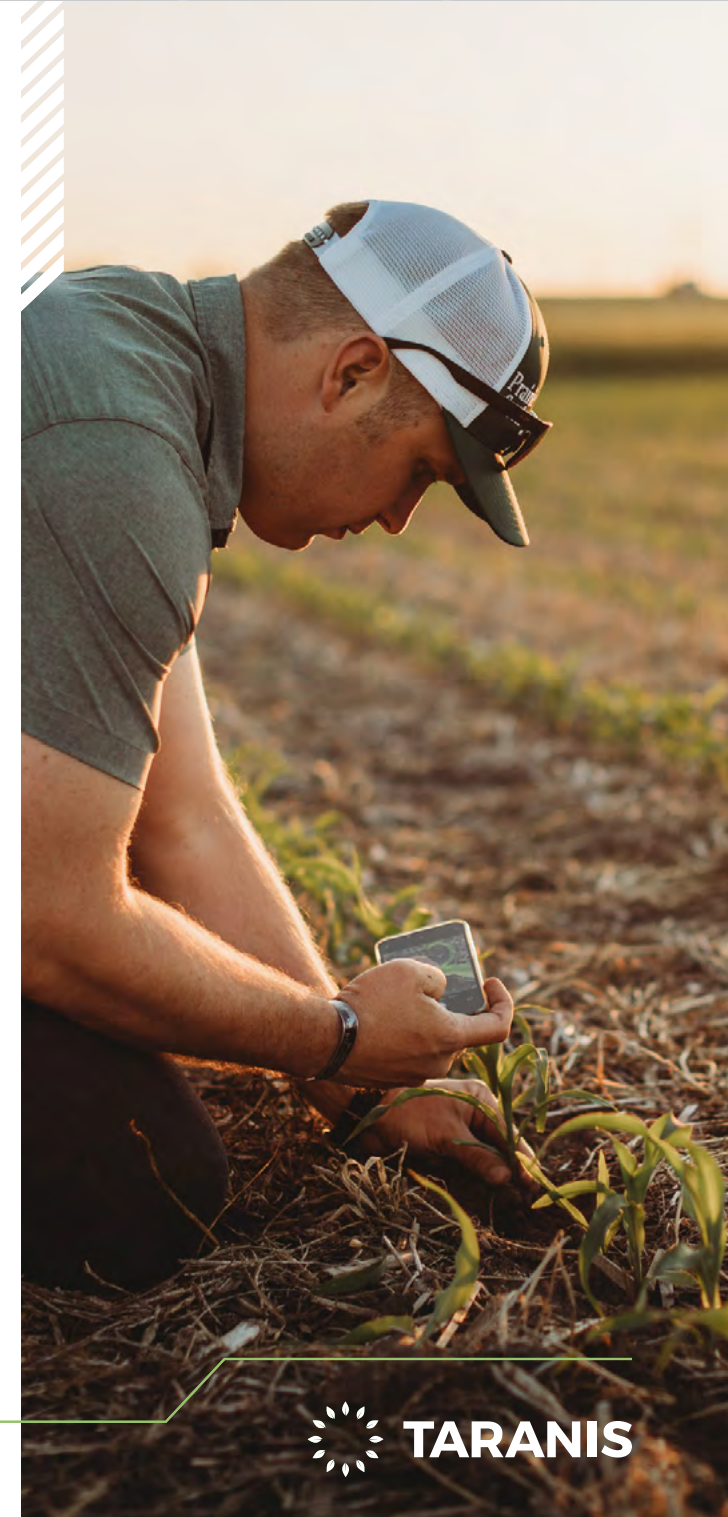
Farming practices that improve soil health and reduce carbon emissions are increasingly being used by growers. However, building a scalable and economically feasible carbon program remains a challenge worth addressing. No crop-intelligence platform would be complete without a solution to provide insights on soil organic matter and carbon stocks.

Taranis is developing a practical carbon verification and estimation service, helping growers get easier access to subsidies and unlock new revenue opportunities. The Taranis Carbon Solution connects growers and advisors to the carbon market based on sound soil organic matter insights, at the leaf and field level.

The regenerative practices simulator allows advisors and growers to propose changes to sustainable practices such as crop rotation, input usage, cover crops, tillage, and more. The simulator will show the expected effect of the proposed changes on carbon stocks in the coming years, and will suggest qualifying programs which offer subsidies and incentives for adopting sustainable practices. Taranis can leverage the data stored on its platform, such as field boundaries and practice history, to ease enrollment to selected carbon programs.

The solution also provides accurate and efficient digital monitoring, reporting, and verification service (D-MRV). Using high-quality satellite images, our D-MRV detects and remotely verifies the use of sustainable farming practices. Based on proven biogeochemical soil models, the Taranis solution estimates the change in carbon stocks over the length of the carbon program contract.

Growers will be able to leverage Taranis' insights to access incentives which help overcome the high implementation costs of regenerative agriculture practices, critically important for soil health and accessing the carbon sequestration potential of their fields. Taranis will therefore soon be able to help farmers improve their soil health and environmental footprint, in addition to helping them maintain data related to carbon sequestration required for carbon credit markets.





SOCIAL

We strive to foster a culture of inclusion, create a work environment where everyone feels they can exceed their potential, and make a difference in our local communities.

- ▶ Employee Development & Well-being
- ▶ Diversity, Equity & Inclusion
- ▶ Community Engagement

Our People

Our people make up the fabric of our company and are the reason for our success. We are committed to creating an innovative and inclusive work environment where our employees are proud to work and feel they can exceed their potential. In today's competitive employment market, our success is dependent on recruiting and retaining the right talent.

In fiscal year 2022, we succeeded in maintaining high employee satisfaction, retaining key employees, and recruiting high-level talent for our growing team. We ended fiscal year 2022 with a 40% higher headcount than the year before.



110+

GLOBAL EMPLOYEES



LANGUAGES



COUNTRIES





Employee Well-Being

Seeking and responding to employee feedback is a core tenet of our culture at Taranis. When we understand what employees need, we are better able to design and deliver the experiences and work environments that attract talent and develop and empower our people.

We provide a range of forums to engage with our workforce including annual engagement surveys, quarterly town halls, monthly employee update calls, and new hire welcome sessions led by our CEO.

In the beginning of 2022, Taranis completed an engagement survey among our Israel-based employees (representing 60% of our workforce) with the help of a third-party engagement consultant. The survey delivered a very high response rate of 96% and an overall engagement score of 79%, which is several points higher than the average score among our industry peer group. A company-wide engagement survey is currently being planned for fiscal year 2023.

Highlights from the 2022 survey include:

- ▶ Employees averaged a score of 88% in how proud they feel to work at Taranis
- ▶ Taranis placed above industry benchmarks in average employee scores for 'Sense of Meaning', 'Hands-on Management', 'Work Environment', 'Growth Opportunities', and 'Trust in Leadership'
- ▶ Employees identified work-life balance as an area in need of improvement

Employee Development

We recognise the importance of providing training and development opportunities to our employees, both to enable our employees to expand and develop their skill sets, and to ensure that we are nurturing talented individuals and future leaders. Our employee development efforts focus on three key domains:

- ▶ **Functional/Technical Learning** to support employees' excellence in their functions and roles.
- ▶ **Professional Learning** to help employees understand where they are now in their career, where they want to go, and what skills they need to acquire to get there. Working with their managers, employees can identify courses and training opportunities tailored to their growth objectives.
- ▶ **Leadership Learning** to develop employees to be more effective leaders.

This year, we launched a program of leadership development for Team Leaders and Directors with the objective of honing their skill sets and ensuring they have received comprehensive training should a more senior role become available. The program focuses on team management, communication, employee retention, and inclusivity. Peer learning sessions take place on a regular basis in addition to open discussions that provide practical tools for managers (feedback, one-on-ones, remote management, etc.). This program allows us not only to promote individuals from within the company, but also to nurture a diverse pool of individuals and ensure that our leadership becomes more diverse over time.





Employee Development - Contd.

In fiscal year 2022, we also established our performance management process. Our performance management process (called 'Roots of Development') is designed to cater to the needs of each individual Taraner. The process helps us to keep the focus on "performance and development" conversations between the manager and team members wherein the employee's future development is given as much importance as the past performance.

'Roots of Development' ensures regular communication and growth with focus on goal-setting, management feedback, and support. We give our managers the skills and training they need to foster effective and nurturing development conversations with their employees, which are two-way feedback/discussions intended to drive outcomes in a fast-paced and transparent environment. In these sessions, employees are encouraged to discuss career aspirations with their managers and explore their career interests, review their progress, and ensure they are fully supported with the resources needed to succeed.

Taranis takes an active role in supporting its employees' career paths and enabling them to explore various opportunities. We work on succession planning, encourage internal transitions between teams and provide the necessary training to do so.



Spotlight: The journey from student position to full-time developer

Keren Halpert is a Full Stack Developer in the Data Acquisition Team.

Keren first engaged with Taranis at a Student's Day event held in Tel Aviv in 2021. Shortly thereafter, she began working as a part-time employee while still completing her Bachelor's in Software Engineering at Shenkar College of Engineering, Design and Art. After receiving her degree, Keren joined Taranis as a full-time employee in 2022.

While still in college, Keren has contributed to the development of Taranis' third-party services, as well as the crucial program that schedules imagery acquisition missions at the opportune time for data collection. Working at Taranis in parallel to completing her degree, enabled Keren to apply her studies in a real-world environment with actual software challenges. Keren is proud to work at "a company doing good things for the world" that maintains what she describes as an agile and mission driven focus.

Taranis employs several students in software and data-agronomy positions and looks forward to them joining the company as full-time Taraners!

Diversity, Equity and Inclusion

Taranis is a multi-national, multi-cultural company that employs people of different nationalities, ethnicities, cultures, faiths, and beliefs. We recognize that diversity of thoughts, culture and perspective is not only essential to creating a successful business but is also imperative to creating an inclusive, collaborative, and productive work environment in which our team can thrive.

We believe creativity and innovation are optimized when a diverse group of people come together. That is why we consistently foster a culture that is representative and inclusive of all ages, genders, cultures, ethnicities, races, religions and sexual identities.

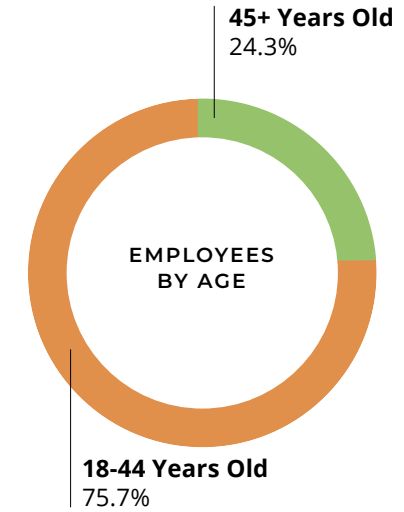
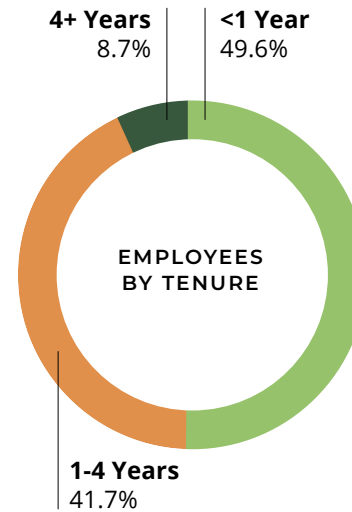
Taranis is an equal opportunity employer that believes in equal opportunities for both our people and job applicants. It's vital to our continued success that we attract, develop and retain a diverse workforce at all levels, and help people progress throughout their careers.

We conduct fair and comprehensive recruitment, interviewing, and hiring practices including extensive outreach to encourage applicants from underrepresented backgrounds. Our attention to these practices is producing encouraging results. In fiscal year 2022, 45% of new employees hired are women (women represent 38% of total employees).

We are proud of the progress we've made but we recognise there is more to do, especially at the senior leadership level where only 17% of our leaders are women. For fiscal year 2023, we will focus on training related to equal opportunity, specifically as it relates to writing job descriptions and interviewing techniques.



FY2022 Diversity Demographics



Community Engagement

Taranis is passionate about supporting the communities in which we work and live. We take an active role in making these communities better. We believe community engagement drives shared value – our outreach aims to help the communities in which we operate and inspire our company culture of collaboration, trust, and respect. One of the ways Taranis acts on this commitment is through corporate giving to causes that Taraners find important. In the past, these causes have included women's health, youth outreach, and special education.

In fiscal year 2022, donations were focused on supporting local non-governmental organizations (NGOs), including: '42 Strong', 'One in Nine', The Haifa Foundation, and Alotem.

In fiscal 2022, Taranis also established a community partnership with 'Cracking the Glass Ceiling', which is an empowerment program for girls, focused on advancing Science, Technology, Engineering, and Mathematics (STEM) education excellence.

'Cracking the Glass Ceiling' operates in schools across Israel, with an emphasis on peripheral towns and low socio-economic neighborhoods. The program increases the number of school girls in advanced STEM studies, and provides them a path to graduate from high school with a quality matriculation diploma - the central pathway in Israel to academic education, professional careers and personal and professional self-fulfillment.

As part of our work with 'Cracking the Glass Ceiling', Taranis will host school girls and expose them to our high-tech work environment, meet inspirational mentors that serve as role models, and hold personal and gender empowerment workshops. Taranis looks forward to solidifying this relationship and opportunities for those enrolled in the program.



GOVERNANCE

We consider good governance essential to driving our success and building long-term sustainable value for our stakeholders.

- ▶ Corporate Governance
- ▶ Ethics & Compliance
- ▶ Data Privacy & Security

Corporate Governance

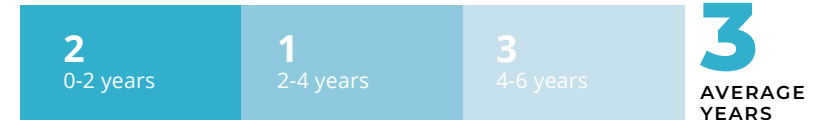
Strong corporate governance, based on the principles of accountability, fairness, transparency and responsibility, is an integral part of our sustainability approach. Our corporate governance framework is designed for accountability of our Board and management and transparency to our employees, investors and other stakeholders.

Our Board works collaboratively with senior management, meeting regularly and spending significant time engaging in discussions to understand the strategic challenges and opportunities for Taranis. The Board's diverse set of backgrounds and experiences ensure a wide range of perspectives on our business strategy, corporate governance, and company culture. Currently, we have six directors, of whom one is independent and one is a woman. We continue to diversify our Board and in fiscal year 2022 we added 2 new directors.

Going forward, in fiscal year 2023 we are establishing two Board Committees: Governance & Sustainability Committee, and M&A and Strategy Committee. The Governance and Sustainability Committee's responsibilities will include ESG oversight. This entails the monitoring and reviewing of evolving sustainability, climate resilience issues and trends affecting the company, including disclosure around the environment, social, and governance topics.

Board Diversity

TENURE



INDEPENDENCE



GENDER DIVERSITY



AGE



Ethics & Compliance

At Taranis, we believe that integrity must be the foundation for every decision we make.

To this end, in 2022 we outlined our standards for ethical business practices and behavior through the Taranis' Code of Conduct.

Our Code of Conduct provides guidance to promote integrity and mutual respect for our employees, stakeholders and customers. It applies to all Taraners and is the embodiment of Taranis' shared commitment to the highest standards of integrity. Taraners are obligated to attend yearly training and are expected to follow the components of the Code of Conduct to ensure a welcoming environment for all.

The Code of Conduct is published in our Knowledge Center and external website, and is organized according to our 25 Guiding Principles:

01 LIVING OUR CODE

1. We Lead with Integrity
2. We Are All Accountable
3. We Look to Leaders to Set the Tone
4. We Do the Right Thing
5. We Always Speak Up and Protect Those That Do

02 OUR PEOPLE

6. We Treat Each Other With Respect
7. We Foster Diversity and Equal Opportunity
8. We Prevent Harassment and Discrimination
9. We Create a Safe and Secure Work Environment
10. We Respect the Privacy of Individuals

03 OUR CUSTOMERS

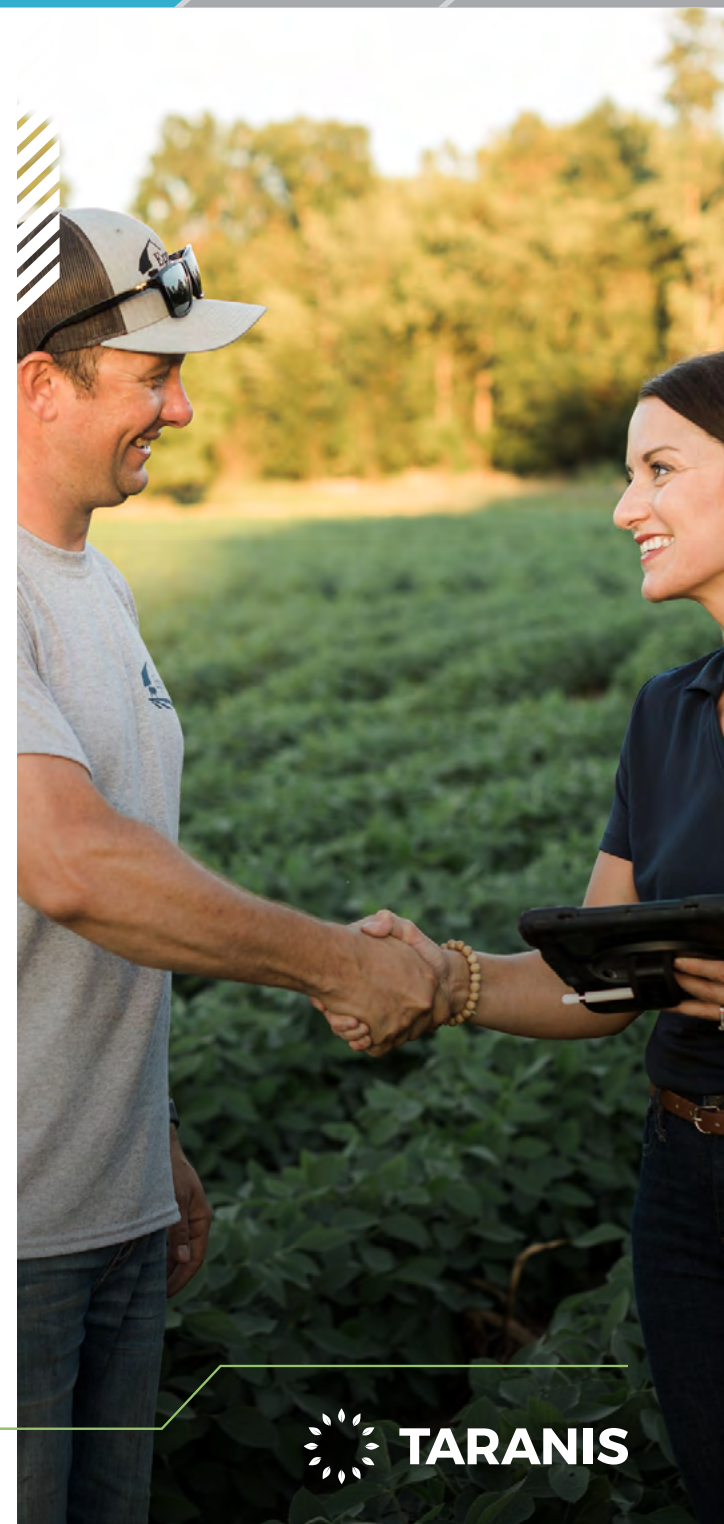
11. We Compete to Win. But Always Fairly.
12. We Provide Quality Products and Services
13. We Avoid Conflicts of Interest
14. We Respect Intellectual Property
15. We Do Not Engage in Bribery

04 OUR COMPANY

16. We Maintain Accurate Business Records
17. We Protect Confidential Information and Data Privacy
18. We Use Information and Communications Systems Responsibly
19. We Communicate Responsibly with External Parties
20. We Follow Anti-Bribery and Anti-Corruption Laws

05 OUR COMMUNITIES

21. We Promote Environmental Sustainability
22. We Support Our Communities
23. We Believe in Good Citizenship
24. We Abide by Global Trade Laws
25. We Respect Human Rights





The privacy and security of our customers' data is critically important to Taranis.

Data Privacy & Security

We know how critical security, privacy and reliability are to both our business and our customers. Taranis is committed to upholding high standards of information security, privacy and transparency for its customers, partners, and employees. Modern security threats are constantly evolving, and each threat can have a significant impact on a company's business operations.

We recognize the importance of implementing appropriate technical and organizational security measures and adequate security controls to prevent any unauthorized access, disclosure, alteration, or destruction of data. We have a comprehensive Privacy Policy outlining how data is collected, used, and shared. It also outlines the options for accessing, correcting, or deleting personal information.

With respect to the collection, use, and processing of personal data required to provide our products and services, we follow the applicable data protection and cyber security laws. We are committed to respecting our users' choices regarding their personal data. We do not transfer personal data to third-party providers other than in connection with performing our services, and subject to our privacy principles.

We work to improve quality and security standards and design an internal roadmap of assurance and standards relevant to, and adequate for, the industry in which we operate, and we maintain up-to-date information on our security practices in the 'Taranis Policies' section of our KnowledgeCenter portal:

- ▶ [Security And Privacy Incident Response Policy](#)
- ▶ [Data Security and Privacy](#)
- ▶ [Data Retention Policy](#)

Looking Forward

The primary purpose of this report is to establish the baseline from which Taranis will conduct our future reporting in terms of ESG progress, as well as the impact we have on our stakeholders. Additionally, this report aims to stimulate open conversations among our stakeholders as to how they feel our company strategies should evolve. With the urgency of the global climate crisis ever in our line of vision, now is the time to conduct such conversations.

We are proud of how far we have come in our efforts, including the creation of our new carbon solutions team, our diversity standings, and the implementation of our Code of Conduct. Nevertheless, we have major plans for continued improvement.

We are committed to:

- ▶ Establishing impact strategy framework and metrics
- ▶ Ongoing measurement and reduction of our greenhouse gas emissions in our business operations
- ▶ Aligning ESG initiatives to support the UN Sustainable Development Goals
- ▶ Developing a framework to measure our technologies' environmental impact
- ▶ Fostering employee diversity and ensuring equal opportunity across all types of roles
- ▶ Investing in and growing the potential of our employees through professional development and talent nurturing

Looking forward, our commitment to ESG will remain strong. We will work to advance initiatives that support our global workforce, our customers, the environment, and all of our stakeholders.



Ayelet Tamir

Ayelet Tamir

Chief People & Culture Officer
ESG Program Executive Leader



Opher Flohr

Opher Flohr

Chief Financial/
Operational Officer



Michael DiPaola

Michael DiPaola

Chief Commercial
Officer



Bar Veinstein

Bar Veinstein

Chief Executive
Officer

Sustainability Accounting Standards Board (SASB) Index

The [Sustainability Accounting Standards Board](#) (SASB) is an independent nonprofit organization that sets standards to guide companies in their disclosure of sustainability information.

The 77 Industry Standards created by SASB identify the minimal set of material sustainability topics and their associated metrics. Taranis has elected to align to the relevant SASB metrics within the Software & IT Services industries.

According to the SASB Industry Level Materiality Map, the following categories are most relevant to companies in our industry. All data is as of (or for) the period from April 1, 2021 to March 31, 2022 (our FY2022), unless otherwise noted.



Table 1. Sustainability Disclosure Topics & Accounting Metrics

Topic	SASB Code	Accounting Metric	Disclosure
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Taranis is committed to measuring, reporting, and reducing our company energy use and associated environmental impacts including greenhouse gas emissions. We are currently evaluating our process for calculating and disclosing information related to our company energy use and associated environmental impact and anticipate disclosure in our next ESG report.
	TC-SI 130a.2	(1) Total water withdrawn, (2) total water consumed, (3) percentage of each in regions with High or Extremely High Baseline Water Stress	Detailed water consumption data is not available at this time. However, as water is not a primary input to Taranis' provided services, we anticipate water consumption will be minimal in any future disclosures. We are not a water intensive organization and none of our operations have any impact on water conservation areas that have been designated and notified to us by national or international bodies.
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Taranis production environments are 100% hosted by public cloud providers. We prioritize providers that have a strong commitment to minimizing their impact on the environment in our data center selection processes. When evaluating a potential new data center, we consider: <ol style="list-style-type: none"> 1. Facility design from a power and cooling perspective 2. Energy conservation processes integrated into the facility's operations. 3. Site resilience – especially to weather-related events exacerbated by climate change. 4. Management of the data center's effect on the environment
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Taranis' policies and practices relating to behavioral advertising and user privacy are done in compliance with applicable data protection and cybersecurity laws throughout the countries in which we do business. Our Privacy Policy details our approach to protecting the personal data we process and share. For more information, please visit our Privacy Page https://taranis.ag/privacy-policy/
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	We only use information from users for the purposes of delivering, improving, marketing, and selling our services. We don't use information for secondary purposes and use information only for the reasons we give when we collect the data as stated in our Privacy Policy - https://taranis.ag/privacy-policy/
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Taranis did not experience any monetary losses as the result of legal proceedings associated with customer privacy.
	TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Taranis did not receive any requests by governmental/law enforcement agencies to provide user information.
	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	There are no countries where our products or services are subject to government-required monitoring, blocking, content filtering, or censoring. We do not provide any products or services to the US-embargoed countries: Cuba, Iran, North Korea, Crimea region of Ukraine, and Syria.

Topic	SASB Code	Accounting Metric	Disclosure
Data Security	TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Taranis did not experience any data breaches involving personally identifiable information (PII).
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Taranis is committed to maintaining and continually improving our data security program to prepare for information security risks. Across our company, we maintain a broad array of information security and privacy measures, policies, and practices to safeguard the confidentiality and integrity of our information assets. Learn more about our data security policies here: Taranis Data Security and Privacy https://knowledge.taranis.ag/portal/en/kb/articles/taranis-data-security-and-privacy Taranis Security And Privacy Incident Response Policy https://knowledge.taranis.ag/portal/en/kb/articles/taranis-security-and-privacy-incident-response-policy
Recruiting & Managing a Global, Diverse Workforce	TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Taranis is a global company. 59% of Taranis employees reside in Israel, where the company was founded, 30% reside in the United States, where our global headquarters is located, and the remaining 11% of our team is in Brazil.
	TC-SI-330a.2	Employee engagement as a percentage	Employee engagement plays a critical role in how we identify and improve the way we work. In FY2022, our Employee Engagement score measured through a third-party survey was 79%. We have programs in place to encourage employee engagement such as monthly town halls where employees are encouraged to anonymously submit questions to management, share personal milestones, and management provides significant company updates.
	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Gender (all global employees): (1) 26.9% female, 73.1% male (2) 37.0% female, 63.0% male (3) 38.3% female, 61.7% male
Intellectual Property Protection & Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Taranis incurred no monetary losses resulting from anticompetitive behavior regulations.
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Minimizing performance issues and service disruptions is core to our business. While very rare, there are times when our service may experience temporary, unplanned service disruptions due to unforeseen circumstances. We monitor these metrics and review with senior management regularly. Our future plan is to publish our service levels results publicly on our Knowledge Center site.
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	To minimize business interruption, Taranis maintains a Business Continuity Plan (BCP) with the purpose of ensuring operational contingency of business operations and customer services availability. See our BCP plan here - https://knowledge.taranis.ag/portal/en/kb/articles/taranis-business-continuity-planning-bcp

SASB Code	Accounting Metric	Disclosure
TC-SI-000.A	<ol style="list-style-type: none"> 1. Number of licenses or subscriptions 2. Percentage cloud-based 	<ol style="list-style-type: none"> 1. Number of subscriptions: about 100 customers and 2 million subscribed acres 2. Percentage cloud-based: 100%
TC-SI-000.B	<ol style="list-style-type: none"> 1. Data processing capacity 2. Percentage outsourced 	<ol style="list-style-type: none"> 1. Data processing capacity: There is no upper limit to the processing capacity as we outsource to Google cloud and are billed for what is used. 2. Percentage outsourced: 100%
TC-SI-000.C	<ol style="list-style-type: none"> 1. Amount of data storage 2. Percentage outsourced 	<ol style="list-style-type: none"> 1. Amount of data storage: 900 terabytes 2. Percentage outsourced: 100%



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