

# FY23 - FY24 ESG Report

Sowing the Seeds for a Sustainable Tomorrow.



**TARANIS**  
Moving the AcreForward™

# Table of Contents

<b>About this Report</b>	<b>3</b>
What's New in the Report?	4
<b>A Message from Our CEO - Our ESG Approach</b>	<b>5</b>
<b>About Taranis - Data-Driven Agriculture Starts Now</b>	<b>6</b>
Taranis at-a-Glance	7
Our Purpose, Vision, and Mission	8
Our Values	9
Our Technology and Enablement	10
<b>ESG at Taranis</b>	<b>12</b>
Taranis ESG Vision and Strategy	13
Our FY2023-2024 ESG Performance Highlights	14
ESG Governance Structure	15
Clarifying Our Purpose - ESG Materiality Assessment	16
Our Engagement with Stakeholders	18
Aligning with the UN's Sustainable Development Goals	19
<b>Taranis for the Planet</b>	<b>25</b>
Environmental Impact & Food Security	26
Unlocking Revenue with Conservation Practices	27
Measuring and Tracking Our Carbon Footprint & Emissions	29
Responsible Office Management	31
Our Environmental Commitments	32

<b>Taranis for Society</b>	<b>33</b>
Employment at Taranis	34
Diversity, Equity and Inclusion	35
FY2023 - FY2-24 Diversity Demographics	36
Investing in Employee Wellbeing	37
Health & Safety at Taranis	38
Growing Opportunities for Employee Development	39
Engaging, Supporting and Growing Local Communities	40
Our Culture of Corporate Giving	42
Initiatives to Increase Employee Engagement	43
Employee Spotlight: Itamar Levi	45
Respect for Human Rights	46
Our Social Commitments	46
<b>Governance, Ethics, and Compliance at Taranis</b>	<b>47</b>
Sound Corporate Governance	48
Our Ethical Standards and Code of Conduct	49
Data Privacy & Security	51
Business Continuity & Risk Management	53
Our Governance Commitments	54
<b>Progressing Our ESG Reporting Journey</b>	<b>55</b>
<b>Sustainability Accounting Standards Board Index</b>	<b>56</b>
Sustainability Disclosure Topics & Accounting Metrics	57
Activity Metrics	60



# About this Report

**Robust Environmental, Social, and Governance (“ESG”) reporting is a core component of our business identity at Taranis. Sharing our progress in the ESG space is one method by which we express our company culture of transparency and accountability to our communities and the environment.**

This report, which covers our ESG progress in fiscal years 2023 (April 1, 2022 to March 31, 2023) and 2024 (April 1, 2023 to March 31, 2024), serves to reinforce the foundation we set out in our inaugural ESG report for 2022. By revisiting our core sustainability key performance indicators (“KPIs”) and commitments, this report provides year-over-year insights about our ESG performance. New to this report are expanded disclosures, updated commitments, reporting of our carbon footprint calculation, which expresses our recognition of the importance of climate change to our business and measurement of our impacts, and updates to our materiality assessment. As we continue to implement our ESG strategy, we work towards the steady improvement of our reporting practices in a manner that reflects both the growth of our business and our ambitions to facilitate a fully sustainable agriculture industry.

Emboldened by the mission to take action for the climate, agri-tech companies are committing to improving their impact on the environment and society, while measuring and reporting their progress transparently to stakeholders. In developing our ESG strategy and writing this report, we consistently benchmark initiatives and practices implemented by our peers in the agri-tech and biotechnology industries to ensure that our actions are aligned with best practices. Through our business, ESG strategy, and reporting, we hope to meaningfully contribute to the sustainability of the agricultural industry for generations to come.

This ESG report was created through the participation of a host of stakeholders, including customers, employees representing different functions in our company, and investors. By actively involving those who know Taranis best, we aimed to capture diverse insights and experiences related to our ESG practices with the goal of honing our initiatives and improving our performance.

In keeping with industry standards, this report was prepared according to the Sustainability Accounting Standards Board (“SASB”) standards for our sector - Software & IT Services. This is our second report adhering to the SASB standards, thereby enabling the effective tracking of our year-over-year ESG performance and comparison with industry peers. In addition, standards from the Global Reporting Initiative (“GRI”) and the recently approved International Financial Reporting Standards (“IFRS”) regarding sustainability reporting (referred to as the “ISSB standards”) were referenced in the preparation and presentation of disclosures in this report. To ensure best practices, we are committed to continually improving and updating our reporting practices and the standards that guide them.

**We value and welcome feedback from our stakeholders. Please send comments or questions about this report to our head of ESG, Ayelet Tamir, Chief People & Culture Officer: [ESG@taranis.com](mailto:ESG@taranis.com)**

# What's New in the Report?

In realization of our ESG strategy, Taranis is committed to consistently improving our ESG reporting and communication. This report includes new and updated data and content, a number of additions that demonstrate our commitment to consistent improvement, new features and transparent reporting on our ESG strategy and initiatives. We hope to improve our stakeholders' understanding and engagement with Taranis' ESG program. These enhancements encompass a range of improvements, including the examples highlighted below:

- 1. Improved ESG Data Management** - This report contains the results of assessments of our company's carbon footprint calculations, as well as descriptions of initiatives we have implemented to improve our ESG governance structures, and employment practices. These efforts were conducted under the guidance and supervision of an independent third-party advisor with expertise on these topics. The vast assortment of data we collected has been concentrated into this report, so as to maximize our stakeholders' insights into Taranis' operational environmental impact, employee experience, and organizational anatomy.
- 2. Stakeholder Identification** - In 2023, we engaged in a stakeholder identification and engagement process in order to clarify our areas of impact and material ESG topics. As a result, this report is directed towards answering the concerns, questions, and remarks from our groups of stakeholders. We believe that, through this process, we are able to provide our leadership with as much context as possible into our company's business and ESG strategies.
- 3. Enhanced Materiality Assessment** - We are proud to share our journey in identifying and establishing the material ESG topics and areas of impact for our company. Details on the results of the comprehensive process we undertook by which Taranis produced our materiality assessment are presented in this report. This improved assessment will guide us towards pursuing initiatives and achieving the goals that hold the most value to our stakeholders, while remaining true to our corporate vision and values.
- 4. Identification of Relevant UN Sustainable Development Goals** - The SASB reporting framework was used to guide our ESG reporting, as well as the GRI which was used as a reference to ensure the quality and completeness of the report. We are proud to report on our efforts that are now aligning our business and ESG initiatives with the United Nations' Sustainable Development Goals to extend our impact on global environmental and social challenges, such as food loss and creating opportunities for farmers, and working to improve corporate transparency.

# A Message from Our CEO

## Our ESG Approach: Now and in the Future

I'm pleased to share with you Taranis' Environmental, Social & Governance report for 2023 and 2024. This report represents our continued efforts to account for our ESG impact and imparts our progress in achieving our strategic initiatives and goals. As a company driven to dramatically improve agricultural efficiency and minimize food and resource waste, clear and consistent communication of our ESG commitments and progress is key to fulfilling our mission. This second ESG report builds on the strategic reporting framework set out in our initial report, and details our journey in growing our impact through meaningful contribution to environmental improvement and creation of notable opportunities for value generation in the local communities where our solutions are applied.

***At Taranis, we understand that true success extends beyond financial gains. It encompasses the enrichment of lives, the betterment of societies, and the preservation of our planet. We are proud to dedicate this report to showcasing our commitment to these principles.***

To that end, this report is more than a mere collection of data, it's a testament to our dedication to transparency and sustainable growth. Taranis is committed to upholding accountability for our impacts, and, through this report and other communication on our ESG initiatives, invites all of our stakeholders to critically examine our relevant progress.

In essence, agriculture is made possible by a healthy and sustainable environment, with its byproducts fueling the growth of strong and resilient societies. As agriculture faces the dual challenges of increasing yields and promoting global nutrition for sustainable growth, Taranis recognizes that empowering more individuals with data-driven agriculture is pivotal to expanding our impact. As a clear representation of our ESG strategy and commitment to our stakeholders, this report embodies the essence of our customer-first approach that consistently seeks to add value and improve the quality of services delivered to the growers,

advisors, and all others who rely on us. After all, our customers are at the heart of everything we do - their needs steer our innovation, and their satisfaction fuels our progress.

With the goal of enabling more sustainable agricultural solutions, I am happy to share this report on our progress in 2023-2024 towards achieving our ESG strategy and initiatives.

To yet another year of sustainable growth and progress.

Regards,



  
**Opher Flohr**  
Chief Executive Officer





# ABOUT TARANIS

Creating a more sustainable and prosperous future for humankind by leading the next revolution in agriculture.

- ▶ [Taranis At-a-Glance](#)
- ▶ [Our Purpose, Vision, and Mission](#)
- ▶ [Our Values](#)
- ▶ [Our Technology and Enablement](#)

## 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 the Food & Agriculture Organization (FAO) of the United Nations. By proactively identifying and addressing these challenges early in the process, Taranis not only facilitates financial gains, but also opens up opportunities for enhanced environmental outcomes for agricultural retailers worldwide.



# 2015

TARANIS IS  
FOUNDED



# 100+

EMPLOYEES  
GLOBALLY



# 3

GLOBAL OFFICES  
USA, ISRAEL, BRAZIL



# 500M+

LEAF-LEVEL  
AI DATA POINTS



# 50+

CO-OP AND RETAIL  
CUSTOMERS



# 3M+

SUBSCRIBED  
ACRES



# 150k

SUSTAINABLY  
ENGAGED ACRES



# 60k

TONS OF CO<sub>2</sub>e  
SEQUESTERED IN 2024  
AND UP TO 1.4M BY 2027

# Our Purpose, Vision, and Mission

We are aware that agriculture is one of the most critical sectors to the survival and flourishing of the human race. However, it has significant impacts on our planet's natural resources that should be effectively managed in order to minimize the sector's footprint. According to the World Wildlife Foundation, over 15% of food produced globally never leaves the farm due to imperfections, diseases, improper farming, or inadequate storage<sup>1</sup>. Our vision is to prevent the waste of food and other agricultural products while maximizing production by delivering our novel technological platform for detailed crop intelligence and early threat elimination that delivers growers and advisors value for every acre. Through our Conservation Services, we assist farmers in adopting sustainable practices to help preserve profitability on their farm for future generations. Furthermore, we aim to help improve the security and health of food for our global customers while maintaining full transparency and accountability towards our stakeholders.



## PURPOSE (WHY?)

Taranis is creating a more sustainable and prosperous future for humankind by leading the next revolution in agriculture.



## VISION (WHAT?)

Taranis drives crop input and farm management decisions through our retail partners to maximize grower profitability, during the season and in subsequent year planning, and for the long term sustainability of the farm.



## MISSION (HOW?)

Our full-service, crop intelligence platform utilizes leaf-level data and artificial intelligence to support timely agribusiness decisions on the farm.

<sup>1</sup> <https://www.wwf.eu/?4049841/fifteen-per-cent-of-food-is-lost-before-leaving-the-farm-WWF-report>



# Our Values

At Taranis, we are committed to conducting our business fairly and ethically, while acknowledging the needs and viewpoints of all of our stakeholders. Guided by our corporate Code of Conduct, we work to ensure alignment with our expectations through our values that define our stance on how to conduct business, act responsibly, and engage with our customers and communities. Our values are implemented on a daily basis and in everything that we do, in the belief that they are key to realizing our success and implementing our ESG approach.

In 2023, we updated our values to align with Taranis' current business practices and strategy. This was done through a collaborative process, in which we held interactive meetings with our leadership to identify and vote on our final values. We are confident that the new values we've established, accurately represent our commitment and inner drive to create a better world through data-driven agriculture.

## RESPECT

Respect is the foundation of our interactions, valuing each individual's perspectives, expertise, and contributions, whether they are colleagues or customers.

## ACCOUNTABILITY

Accountability means taking ownership of our actions, decisions, and their outcomes, demonstrating transparency and reliability to both colleagues and customers.

## COLLABORATION

Collaboration is the cornerstone of our success, fostering partnerships with colleagues and customers to co-create value and drive mutual growth toward the same goal.

## COMMITMENT

Commitment entails dedicating ourselves to our mission, vision, and the promises we make to both colleagues and customers, striving for their success and satisfaction.

## INNOVATION

Innovation drives our growth and evolution, inspiring us to challenge complacency, take risks, explore new ideas, and pioneer creative solutions that benefit both colleagues and customers.

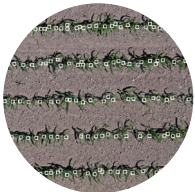
To encourage the integration of our values throughout the company, in FY2024 we added these values to our employee performance program to recognize and foster them in our daily work.



# Our Technology and Enablement

Taranis' crop intelligence solution is an artificial intelligence AI-powered software-as-a-service (SaaS) platform for advisors and growers in the agricultural sector. The solution leverages leaf-level crop insights and enables farmers to increase their yields, reduce crop losses, and minimize costs through better management of major crop health indices - including plant stand count, weed detection, insect damage, disease pressure, and nutrient deficiencies. In addition, it enables automated threat detection which precisely identifies specific areas that need to be addressed instead of uniformly spraying the entire field, and utilizes remote imaging technologies to bring substantial efficiencies compared to traditional crop scouting methods.

PLANT  
POPULATION



WEED  
PRESSURE



INSECT  
DAMAGE



DISEASE  
DETECTION



NUTRIENT  
DEFICIENCY



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 helps them develop a trusted advisor relationship with their growers and provide them with recommendations that maximize the grower's profitability, both in-season and year-over-year.

Taranis enjoys a technology leadership position due to its unsurpassed high-resolution submillimeter imagery data that trains its advanced deep-learning engines, providing highly actionable insights. In addition to its current crop intelligence solution, Taranis has also launched its conservation services which help growers easily unlock access to government and corporate conservation programs that provide growers with funding to promote sustainable agriculture practices.



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





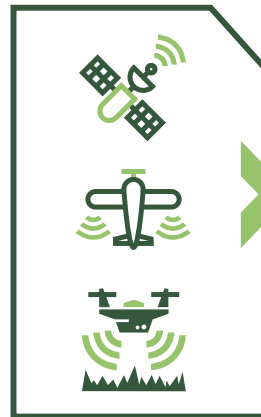
## Crop Intelligence at Scale

Our proprietary AI-powered crop intelligence platform is 100% focused on helping ag advisors demonstrate value to their growers and build better relationships via full-service, leaf-level data capture. Taranis' insights allow advisors and growers to accelerate decision-making, simplify management, and improve their bottom line.

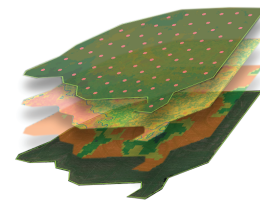
## Conservation

This comprehensive service, coupled with crop intelligence, is designed to ease the burden of program application and validate implemented conservation practices—unlocking significant funding for growers that perform sustainable farming practices.

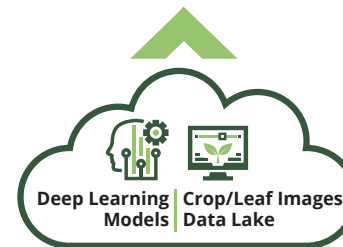
### Multi-Level Data Acquisition



### Crop Analytics & Insights



Field Health  
Weed Pressure  
Disease Pressure  
Insect Damage  
Nutrient Deficiency  
Plant Population  
CI Score



### Actionable Demand Intelligence

Fertility Program  
Gov. Program Access  
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.

- [Our FY 2023-2024 ESG Performance Highlights](#)
- [ESG Governance Structure](#)
- [Taranis ESG Vision and Strategy](#)
- [Clarifying Our Purpose - ESG Materiality Assessment](#)
- [Our Engagement with Stakeholders](#)
- [Aligning with the UN's Sustainable Development Goals](#)

# Taranis' ESG Vision and Strategy

At Taranis, we believe sustainable agricultural practices are essential for a thriving planet and a prosperous business. Our advanced crop intelligence and conservation services empower growers to optimize resource use, reduce waste, and increase yields – promoting sustainable farming practices that drive long-term value creation.

Through continuous innovation, we address immediate agricultural challenges while contributing to a resilient and sustainable food supply chain. By meeting the growing consumer demand for sustainability, we expand our revenue streams and market share, building a strong foundation for future growth and value creation for our stakeholders.

## Environmental

Taranis is addressing climate change by leveraging technologies like, machine learning, artificial intelligence, and precision agriculture. Our goal is a sustainable future with thriving agriculture, a healthy environment, and universal access to nutritious food.

### Climate Change Mitigation

### Environmental Impact & Food Security

### Climate Change Adaptation



## Social

Taranis prioritizes an inclusive and responsible corporate culture, aiming to make a positive impact on our employees and communities. We understand that our success depends on the well being of both, and are dedicated to ongoing efforts and transparency, to that end.

### Employee Development & Well-being

### Diversity, Equity & Inclusion

### Community Engagement

### Workplace Health & Safety

### Human Rights



## Governance

Taranis embraces transparency through active stakeholder engagement. Openly sharing goals and challenges helps us improve and focus on deliverables for better results. Robust corporate governance and a sound ethical framework form the cornerstone of our company's foundation.

### Ethics & Compliance

### Data Privacy





# Our FY2023 - FY2024 ESG Performance Highlights

Recent years were incredible for Taranis and our stakeholders. Some of our ESG highlights include:

## Environmental

### PROVIDED

GROWERS SOIL HEALTH INSIGHTS,  
VERIFICATION OF PRACTICES AND  
EASE OF APPLICATION TO  
GOVERNMENT AND CORPORATE  
CONSERVATION PROGRAMS

### MEASURED

SCOPE 1 AND SCOPE 2  
CARBON FOOTPRINT

### IMPLEMENTED

RESPONSIBLE DISPOSAL  
INFRASTRUCTURE OF  
5 WASTE STREAMS

## Social

### 92%

POSITIVE EMPLOYEE  
ENGAGEMENT SCORE  
SURVEY CONDUCTED AMONGST  
USA AND BRAZIL EMPLOYEES

### 25%

OF NEW HIRES  
IN FY2023-24 WERE FROM  
UNDERREPRESENTED GROUPS

### SUPPORTED

OUR GLOBAL EMPLOYEES  
IN CONFLICT AND  
WAR ZONES

## Governance

### 100%

RESPONSE RATE TO STAKEHOLDER  
ENGAGEMENT SURVEY  
FEEDBACK FROM CUSTOMERS, INVESTORS,  
EMPLOYEES AND LEADERSHIP COMMITTEE,  
AND BUSINESS PARTNERS

### CONDUCTED

COMPREHENSIVE ESG MATERIALITY  
ASSESSMENT AND HELD THREE  
MANAGEMENT WORKSHOPS TO  
REFINE OUR COMPANY VALUES

### INITIATED

GLOBAL SOC2  
COMPLIANCE PROCESSES



# ESG Governance Structure

At the core of Taranis' ESG program is our ESG governance structure that enables thoughtful decision-making, accountability for relevant risks and opportunities, and integration of relevant areas in our company's core identity.

At the highest level of oversight, the Board of Directors' **Governance & Sustainability Committee** ensures that all ESG program activities are aligned with Taranis' business objectives and are calibrated with industry best practices.

Reporting to the Governance & Sustainability Committee, the **ESG Leadership Committee** oversees the development of large-scale strategy by approving goals and identifying gaps. The Committee is made up of relevant senior managers including the Chief People & Culture Officer, Chief Commercial Officer, Chief Executive Officer, and Company President. The Committee works to identify areas of ESG focus, industry, and impact trends in order to shape and determine Taranis' actions.

The ongoing management of ESG and related initiatives is conducted by the **ESG Working Group**. The ESG Working Group, led by the Chief People & Culture Group, coordinates the day-to-day implementation of ESG activities with relevant teams and individuals across the company, including routine data management and stakeholder engagement activities. In addition, the ESG Working Group is the main point of contact for all other parties involved in ESG governance and issues regular updates, distributes surveys, and delivers presentations.

We believe that our sound ESG governance structure will enable the effective realization of our ESG strategy and related goals, cementing sustainability and transparent governance into the essence of our corporate fabric.



## Clarifying Our Purpose: ESG Materiality Assessment

Taranis conducted a comprehensive materiality assessment during 2023. As noted in our previous ESG report, the intention of this initiative was to engage our stakeholders in determining which ESG issues are of greatest importance to them and the company, enabling us to formulate a focused approach and achieve impactful progress.

To ensure our assessment aligns with industry standards, we began with a benchmark analysis of seven comparable agricultural tech companies. While many in the industry have established ESG programs, we found limited references specific to our sector, underscoring the uniqueness of Taranis' approach. Despite this, we embrace this distinctiveness as a testament to our innovative drive.

Our benchmark scrutinized how companies implement sustainability reporting standards, address crucial topics, outline ESG objectives, and integrate activities with the UN's SDGs. From this analysis, we derived a compilation of the 15 most prevalent material topics within Taranis' industry counterparts.

The ESG Leadership Committee then narrowed down the list of material topics from 15 to the 10 most relevant to Taranis' business. These 10 material topics were sent to a group of stakeholders for their input on prioritization, thereby generating our ESG Strategy. The groups of stakeholders we engaged in the materiality assessment included employees, senior management, customers, business partners, and investors.

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.



We are proud to have determined our material topics in full consultation with our stakeholders. It is our understanding that wide-ranging stakeholder input is one of the keys to ensuring long-term positive impact. Moreover, our consideration of the “double materiality” approach allowed us to access insights as to how sustainability issues impact Taranis (from the outside in), and how Taranis impacts society and the environment through our business activities (from the inside out).

The material topics and their descriptions are presented below in the same format that was provided to the stakeholders who participated in the survey, and in the order of their prioritization.

### Material topics with highest prioritization

Topic	Definition	Relevance
<b>Environmental Impact &amp; Food Security</b>	Access to clean and healthy nutrition and enabling growers to make prudent economic and environmental decisions on their land.	Leveraging our technologies for the benefit of our communities and the environment.
<b>Employee Development &amp; Well-Being</b>	Providing employees with opportunities to improve their technical, professional, and leadership skills; and ensuring high workplace satisfaction.	Assuring the highest standards of employee experience for all Taraners.
<b>Diversity, Equity &amp; Inclusion</b>	Promoting equal opportunity when attracting and developing talent.	Attracting diverse talent to our pool of employees.
<b>Ethics &amp; Compliance</b>	Creating a culture of ethical conduct and compliance with company values.	Bolstering efforts of good governance.
<b>Climate Change &amp; Greenhouse Gas Emissions</b>	Controlling for negative impacts on climate change through improved business practices.	Addressing areas for improving our environmental performance in our operations.

### Material topics with second highest prioritization

Topic	Definition	Relevance
<b>Workplace Health &amp; Safety</b>	Providing employees with education, job training and tools to do their jobs safely.	Promoting safe working conditions for employees in the field.
<b>Community Engagement</b>	Engaging with local communities through corporate and employee giving, volunteerism and partnerships.	Empowering those close to Taranis by using our resources to empower communities.

# Our Engagement with Stakeholders

Stakeholder Group	Method of Communication
<b>Employees</b>	The ESG Working Group gauges employees' perspectives by initiating annual engagement surveys, regularly conducting employee interviews, and involving relevant teams and individuals across the company in ESG activities.
<b>Company Leadership</b>	Company leadership, beyond just the ESG Leadership Committee, maintains ongoing contact with the ESG Working Group through meetings to receive updates, interviews to provide information for disclosures, engagement surveys, and strategy sessions.
<b>Customers</b>	Taranis' Customer Success team is responsible for continuous customer outreach and ongoing communication. Taranis maintains customer advisory board (CAB) to receive constant feedback about its product. The ESG Working Group engages customers through surveys designed to identify material topics.
<b>Business Partners</b>	The ESG Working Group engages business partners through surveys designed to identify material topics. Company leadership and key business functions maintain regular contact and communication with business partners.
<b>Investors</b>	Investors in Taranis are updated quarterly on commercial progress, product and financial reportings. In addition, our ESG board committee receive quarterly updates on our ESG progress.

# Aligning with United Nation's Sustainable Development Goals

The United Nations' Sustainable Development Goals ("SDGs") serve as a framework for promoting peace, prosperity, and sustainability for both people and the planet, in the present and for future generations. As a company whose mission centers around responsibility to our planet and our communities, we recognize the significance of aligning Taranis' strategy and reporting with the United Nations' objectives. This alignment allows us to identify areas where our business can have maximum positive impact, whether by combating climate change, addressing world hunger, or other key areas outlined in the 17 SDGs. Finally, the SDGs and their targets provide Taranis with a framework and objectives for action, allowing us to aspire to grow our contribution to collaboratively achieving the Global Goals.

**The following SDGs and relevant, related targets were identified as the most relevant for Taranis' business activity and correspond with our ESG strategy:**







## END POVERTY IN ALL ITS FORMS EVERYWHERE

Taranis enhances U.S. grain yields through its advanced digital scouting technology, providing farmers with real-time insights into crop health, pests, and diseases. This enables more effective crop management, optimizing resource use, increasing yields, and reducing environmental impact. The resulting boost in farm productivity enhances grain supply, leading to lower market prices and benefiting consumers worldwide. The International Food Policy Research Institute notes that a one-dollar decrease in staple grain prices can lift approximately 5 million people out of poverty and hunger, underscoring the vital connection between agricultural productivity and global food security. Taranis' technology supports sustainable farming practices by minimizing waste and environmental impact. Through these efforts, Taranis contributes to both agricultural productivity and global socio-economic and environmental sustainability.

**1.2:** By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.

**Relevant report sections:** [Our Technology and Enablement](#), [Unlocking Revenue Potential for Growers](#)



## END HUNGER, ACHIEVE FOOD SECURITY AND IMPROVED NUTRITION AND PROMOTE SUSTAINABLE AGRICULTURE

Taranis' technologies empower growers to minimize the amount of waste from their land when they address the yield-limited factors we help them identify. This added value is reflected in food security, enabling more opportunities for growers, and increasing the accessibility of food. Moreover, our Conservation Services supports growers' transition to environmentally sound agricultural practices financially viable, at scale.

**2.4:** By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.

**2.a:** Increase investment, including through enhanced international cooperation, in rural infrastructure, agricultural research and extension services, technology development and plant and livestock gene banks in order to enhance agricultural productive capacity in developing countries, in particular least developed countries.

**Relevant report sections:** [Environmental Impact & Food Security](#)



## ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

Taranis is dedicated to promoting female representation and leadership in the agricultural technology industry. We maintain fair hiring and compensation practices to support employee satisfaction and retention, and maximize internal diversity of perspectives. We work to encourage female development in managerial positions in the company. We also work with local young women and girls to encourage scholastic and professional achievement.

**5.1:** End all forms of discrimination against all women and girls everywhere.

**5.5:** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

**Relevant report sections:** [Diversity, Equity & Inclusion](#), [Partnership with Sodkot](#), [Employee Engagement](#)



## ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL

Taranis' technology significantly reduces the use of fertilizers, herbicides, fungicides, and pesticides on agricultural fields. This reduction greatly minimizes the leaching of these chemicals into waterways, leading to a substantial decrease in water pollution.

**6.3:** By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

**6.4:** By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of fresh-water to address water scarcity and substantially reduce the number of people suffering from water scarcity.

**Relevant report sections:** [Environmental Impact & Food Security](#)



## PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

Taranis promotes economic opportunities for growers by introducing them to advanced field management practices. Internally, our People & Culture team work diligently to maximize our employee experience, for instance by providing benefits far exceeding regulatory expectations. Taranis offers opportunities for professional advancement, technical learning, and skills development to all employees, with an emphasis on supporting newer employees. Taranis is an inclusive employer, supportive of diverse local socioeconomic success.

**8.2:** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.

**8.3:** Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro, small and medium-sized enterprises, including through access to financial services.

**8.5:** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

**Relevant report sections:** [Diversity, Equity & Inclusion](#), [Our People](#), [Employee Wellbeing](#), [Employee Development](#), [Partnerships with Place-IL and Sodkot](#), [Employee Engagement](#)





## ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS

Taranis' insights directly facilitate growers taking action against waste in the agricultural value chain. Taranis Intelligence has the potential to meaningfully increase the adoption of sustainable practices, thereby increasing the resilience of agriculture in the face of environmental challenges. By deploying Taranis' solutions, growers and retailers can enable effective environmental protection, thereby creating opportunities to generate added value.

**12.3:** By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses.

**12.5:** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

**12.6:** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

**Relevant report sections:** [Environmental Impact & Food Security](#), [Carbon Footprint](#), [Sustainable Agriculture](#), [Efforts in Our Offices](#)



## TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

The agricultural sector must play a central role in alleviating climate change given its scope of its environmental and economic impact. Taranis provides infrastructure, expertise, and operational capacity that allows growers to care for the environment, minimize potential impacts, all while maintaining the bottom line of their business.

**13.3:** Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

**Relevant report sections:** [Sustainable Agriculture](#), [Carbon footprint](#), [Responsible Office Management](#)



## CONSERVE AND SUSTAINABLY USE THE OCEANS, SEAS AND MARINE RESOURCES FOR SUSTAINABLE DEVELOPMENT

High-resolution crop intelligence from Taranis reduces synthetic inputs like fertilizers and pesticides. This minimizes their leaching into waterways, improving water quality by preventing hazardous chemical runoff. Reduction in synthetic inputs at scale in agricultural land, as well as reducing its leaching to waterways, play a crucial role in limiting the ecological disturbance of water bodies and oceans, by preventing eutrophication effects. Taranis also aids farmers in applying for government programs promoting sustainable practices like cover crops and reduced tillage. These practices decrease soil disturbance, build soil organic matter, and further reduce synthetic inputs.

**14.1:** By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.

**Relevant report sections:** [Environmental Impact & Food Security](#)



## PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION, AND HALT AND REVERSE LAND DEGRADATION AND HALT BIODIVERSITY LOSS

Taranis helps row crop growers and landowners participate in conservation programs that promote regenerative practices, such as reduced tillage and cover crops, which reduce soil erosion and degradation. Using high-resolution imagery and advanced annotation algorithms to identify plant species, Taranis assists landowners in projects aimed at increasing biodiversity in agriculture.

**15.3:** By 2030, combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world.

**15.a:** Mobilize and significantly increase financial resources from all sources to conserve and sustainably use biodiversity and ecosystems.

**Relevant report sections:** [Environmental Impact & Food Security](#),  
[Unlocking Revenue Potential for Growers](#)



# TARANIS FOR THE PLANET

We care about our impact on the planet and its future. We strive to contribute to the creation of a more sustainable world by developing innovative solutions that address environmental challenges in agriculture and by working to improve our operational policies, processes, and practices.

- Environmental Impact & Food Security
- Unlocking Revenue Potential for Growers
- Measuring and Tracking Our Carbon Footprint & Emissions
- Responsible Office Management
- Our Environmental Commitments





We 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.

Taranis is taking bold action to combat environmental challenges globally. Our solutions harness the opportunities made possible by advanced analytics, machine learning, and precision sensors that enable a sustainable future for the agriculture industry. We envision a world where agriculture thrives, the environment is healthy, and all people have access to nutritious and abundant food.

## Environmental Impact & Food Security

Managing the environmental impact of farming practices and ensuring food security are critical environmental considerations in the agricultural industry. Taranis' forward-thinking solutions enable growers to accomplish both. Management of this strategically significant material topic is interdisciplinary and responsibility for related policies, procedures and practices is shared by Taranis' Research & Development, Agronomy, Commercial, Engineering, and Operations departments.

Taranis' insights empower growers to **use their resources more efficiently** by avoiding overuse and minimizing waste. In this way, our solutions **facilitate smarter and environmental agricultural practices with improved yields**. Resulting resource savings also **reduce growers' financial burdens**, providing them with resilience in increasingly volatile markets. The efficient agricultural practices Taranis enables are invaluable in an industry that is changing rapidly in response to environmental, regulatory, and financial stimuli.

Furthermore, the growth of healthy crops at stable prices promotes food security. By deploying Taranis' solutions and getting more out of every seed, growers can not only add value to their own operations, but also benefit the consumers that rely on them. Our technologies help growers identify yield-limiters proactively, resulting in improved bottom lines. Consumers can, in turn, count on a steady supply of nutritious and consistently priced food.

The use of precision agriculture, as promoted by Taranis' technology, results in lower fertilizer input on agricultural fields, preventing the leaching of nitrogen-based fertilizers into waterways. Fertilizer runoff from agriculture is known to cause eutrophication, leading to the die-off of aquatic species and significant ecological disruption.

# Unlocking Revenue with Conservation Practices

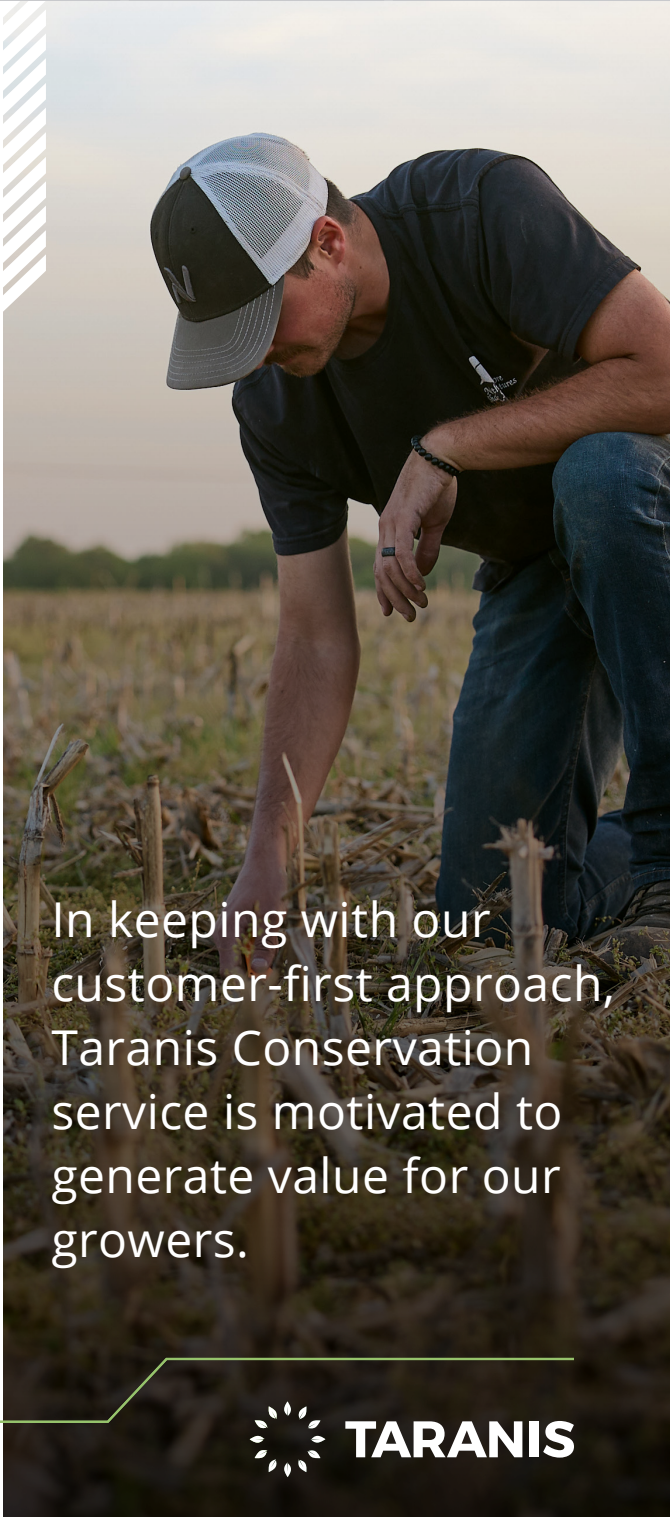
Beyond minimizing the environmental impacts of agriculture and increasing food security, we are committed to the proliferation of sustainable agriculture practices that can help mitigate climate change impacts. Agriculture is on the front lines of climate change and has a central role to play in shaping a more sustainable future for people and the planet.

In 2024, we launched our conservation service. This comprehensive service, coupled with crop intelligence, is designed to ease the burden of program application and validate implemented conservation practices—unlocking significant value for growers.

The Inflation Reduction Act (IRA) of 2022 includes a historic \$19.5 billion investment by the US government in agricultural conservation programs that help mitigate the sector's contribution to climate change and promote regenerative agriculture and soil health. Funding is available from the USDA over five years, and includes \$8.45 billion for EQIP (Environmental Quality Incentives Program) and \$3.25 billion for CSP (Conservation Stewardship Program). Some of the more common practices in these programs include nutrition management, pest management, reduced tillage, crop rotation, and cover crops.

Historically, accessing funds from the USDA has been a time-consuming and cumbersome process. Many growers are not even aware of the existence of these programs or their potential benefits. We help growers unlock USDA funds through our conservation service by facilitating and managing a smooth, data-based application process.

In keeping with our customer-first approach, the Taranis conservation service is designed to generate value for our growers. Our digital monitoring, reporting, and verification (D-MRV) methodology, along with a streamlined and hassle-free process of applying for USDA conservation programs, allow growers to access new revenue opportunities. By quantifying and verifying the impacts of agricultural practices that improve soil health and carbon metrics, and through performing accredited agriculture practices that they conduct on their farms, growers will profit from their environmental stewardship.



In keeping with our customer-first approach, Taranis Conservation service is motivated to generate value for our growers.



Beyond conservation program enrollment, the service delivers actionable data to growers. Trends in soil organic matter and carbon stocks empower growers to make data-driven decisions for long-term land health.

At its core, the Taranis conservation service makes it easier for growers to keep the environment and their land’s future in mind while improving their bottom line. Taranis is committed to facilitating this mode of agriculture in which financial and environmental considerations complement each other for optimized positive effects.

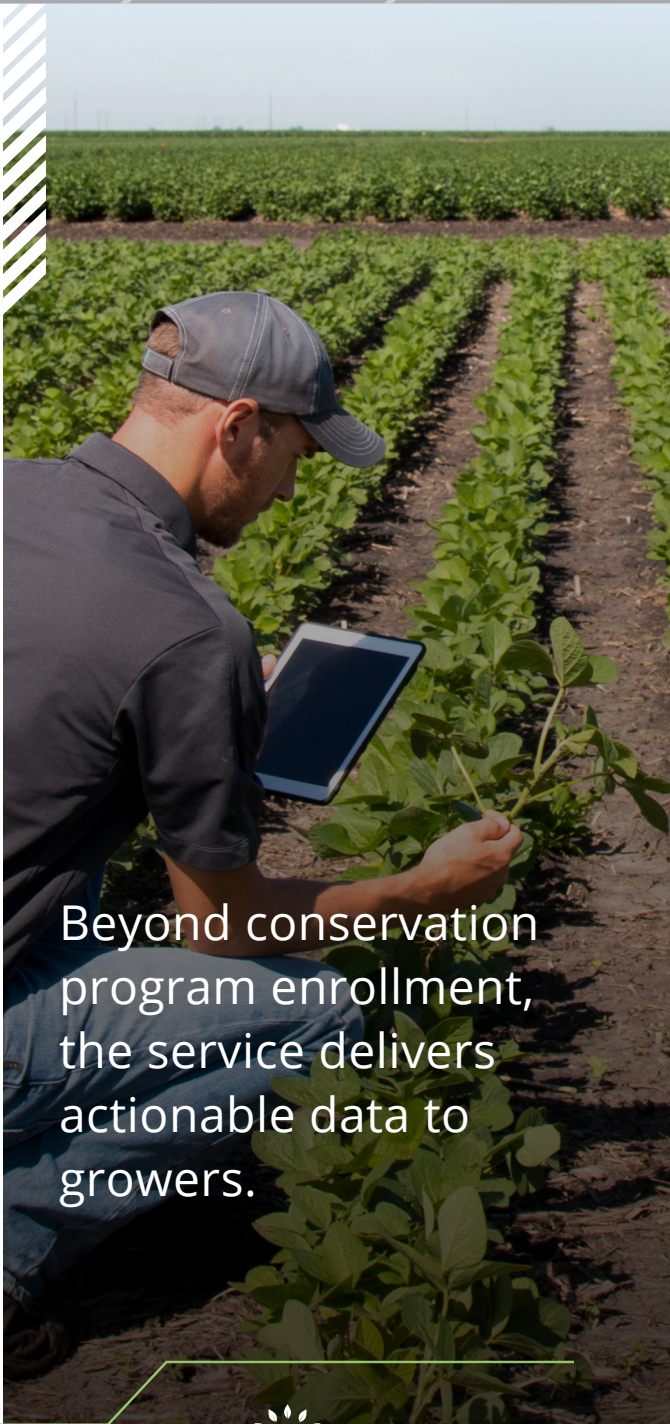
In addition to impacting soil health, the promoted conservation practices of these programs can also potentially increase the carbon sequestration capabilities of participating farms. Based on the implementation of specific practices over a certain amount of acres, such as reduced or no-tillage, corn/soybean rotation, and planting of cover crops, we estimate that up to 60,000 tons of CO2e can be sequestered in 2024 and up to 1.43 million tons of CO2e can be sequestered by 2027 with expanded acreage.

Estimated CO2 Sequestration

	2024	2025	2026	2027
Acres	150,000	850,000	2,060,000	3,430,000
CO2e (Ton)	60,000	340,000	824,000	1,372,000

Our commitment to sustainable agriculture will continue to grow, and through ongoing research and development, we seek to maximize and leverage the digital measurement, reporting, and verification (D-MRV) of carbon mitigation projects for growers, while catalyzing their business opportunities.

Beyond conservation program enrollment, the service delivers actionable data to growers.





We plan to use our carbon footprint data as the basis for strategic decisions moving forward.

## Measuring and Tracking Our Carbon Footprint & Emissions

In an era defined by climate change urgency, and as the global community grapples with the profound challenges of a warming planet, the need for sustainable and environmentally responsible practices has never been more paramount. At Taranis, we recognize our role as an AgTech industry leader and understand that addressing our carbon footprint is central to our commitment to a sustainable future. In this chapter of our ESG report, we delve into our comprehensive method of measuring our carbon footprint – an instrumental tool for quantifying our impact on climate change. Moreover, we underscore our commitment to recognizing these metrics not merely as indicators of our environmental impact but as opportunities for improvement.

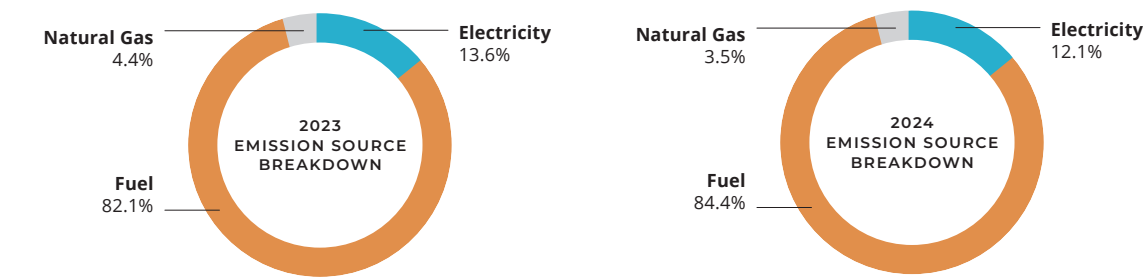
In our previous report, Taranis committed to managing our carbon footprint responsibly. Our first step in this process was carried out in 2023 by the ESG Working Group, which conducted a preliminary assessment of our corporate carbon footprint. This study encompasses Scope 1, or direct emissions from our operations and our company-owned vehicles in the US, and Scope 2, indirect emissions from our operations, including those generated by our offices' electricity demand. The base year set for the calculations is 2022.

The data included in the calculations represents a starting point for Taranis' carbon footprint management, encompassing metrics based on readily available data. As our footprint management matures, Taranis hopes to incorporate additional emissions sources that will aid us in more precisely accounting for carbon emissions across our value chain.

The insights we have gained from our calculations will play a vital role in shaping our approach to managing our carbon footprint moving forward. In our efforts to continuously expand and improve our reporting practices, and as part of our commitment to curtailing the impacts of climate change, we plan to use our carbon footprint data as the basis for strategic decisions moving forward, especially as it pertains to setting goals for climate adaptation and mitigation.



The sites that were included in our emissions calculations included: the United States, Israel, and Brazil, which account for 100% of Taranis’ total operational sites.

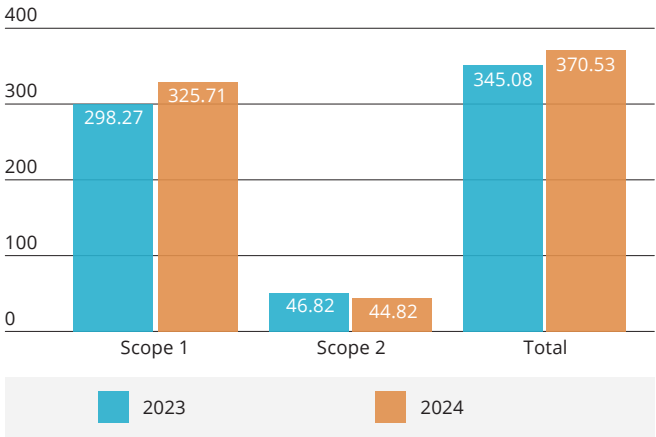


The emissions accounted for in our direct Scope 1 emissions calculations amounted to 298.27 tons of CO2e for FY 2023 and 325.71 tons of CO2e for FY 2024, an increase of 9% compared to last year. The majority of the emissions originated from the fleet of company-owned vehicles that operate out of our Global Headquarters in the US, and the increase in emissions can be attributed to the addition of several regional account managers and their increased travel to customers. This source of emissions explains why our US site has the greatest overall carbon footprint of all our operational sites, as illustrated in the chart ‘Taranis Emissions by Site’.

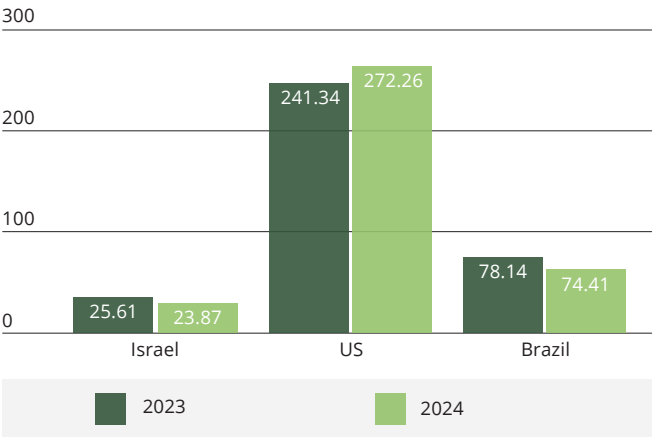
Our indirect Scope 2 emissions were calculated according to the market-based method and totaled 46.82 tons of CO2e in FY 2023 and 44.82 tons of CO2e in FY 2024. Our Scope 2 emissions are attributed to the electricity procured from local grids across our three operational sites. Emissions from electricity accounted for 13.6% (FY 2023) and 12.1% (FY 2024) of our total emissions; this reduction can be attributed to a decrease in electricity consumption in our Israel office. When compared to our sites in Israel and the US, our Brazilian office exhibits a notably reduced Scope 2 footprint. This disparity arises from the fact that our Brazilian office's energy provider relies on a portfolio composed of 96% renewable energy.

As part of our ongoing commitment to sustainability, we have measured CO2e intensity in relation to revenue and we are pleased to report a 2% decline. This reduction reflects our efforts to minimize our carbon footprint while driving revenue growth, underscoring our dedication to responsible and sustainable business practices.

Scope 1, 2 Emissions Totals (tons CO2e)



Taranis Emissions by Site (tons CO2e)





## Responsible Office Management

Our commitment to the environment extends beyond the impact made possible by our solutions. We work to operate and manage our operations and offices responsibly, keeping in mind the needs and aspirations of our employees and local communities. The culture of sustainability in our offices is our way of communicating our dedication to the topic to our key stakeholders, while underscoring Taranis' commitment to lead by example through environmental stewardship.

In one effort to minimize environmental impacts, our People & Culture team oversaw an initiative to improve waste management practices at our Innovation Center in Tel Aviv, Israel. Taranis has partnered with "Social Green" ("Yarok Hevrat") for handling our waste disposal needs. Social Green collects waste from four streams – packaging, paper, beverage containers, and cardboard – and delivers them to specialized local processing facilities. The venture employs people with disabilities and special needs, forming a unique intersection between sustainability, accessibility and inclusion. The partnership and environmental initiative has seen notable success, with high participation among Tel Aviv employees.

Another effort at the Tel Aviv office eliminated the site's reliance on single-use plastic in company kitchens. Paper cups and plastic utensils were replaced by ceramic and glass cups and metal utensils for shared use. To date, our consumption of single-use plastic has been significantly reduced.

"Social Green" collects waste from four streams – packaging, paper, beverage containers, and cardboard

# Our Environmental Commitments

As part of our ESG strategy, and to enable tracking of our relevant performance, we have set out the following goals and commitments regarding environmental reporting and impact management:

1. **Continue to publicly report on environmental KPI's.**
2. **Examine opportunities for potential reductions in companywide energy use.**
3. **Begin tracking waste consumption for disclosure in our next ESG report.**
4. **Begin tracking consumption of water across all sites for disclosure in our next ESG report.**
5. **Begin calculating Scope 3 emissions for disclosure in our next ESG Report.**

We have begun tracking the data and intend to disclose these figures on a yearly basis in future ESG reports.





# TARANIS FOR SOCIETY

We strive to foster a culture of inclusion among our employees and to create a work environment where everyone feels they can exceed their potential, while positively engaging with the local community through volunteering and meaningful partnerships.

- ▶ [Employment at Taranis](#)
- ▶ [Diversity, Equity & Inclusion at Taranis](#)
- ▶ [Diversity Demographics](#)
- ▶ [Investing in Employee Wellbeing](#)
- ▶ [Health & Safety at Taranis](#)
- ▶ [Growing Opportunities for Employee Development](#)
- ▶ [Engaging, Supporting and Growing Local Communities](#)
- ▶ [Our Culture of Corporate Giving](#)
- ▶ [Initiatives to Increase Employee Engagement](#)
- ▶ [Employee Spotlight](#)
- ▶ [Respect for Human Rights](#)
- ▶ [Our Social Commitments](#)



**We know that Taranis' successes scale proportionally to the level of engagement among our employees and the wellbeing of our communities. We've undertaken major efforts in recognition of both, and we look forward to continuing to foster and share our activities in this area with our stakeholders. In addition, Taranis is dedicated to maintaining a healthy and safe environment. Taranis operations comply with local regulations, and employees are well-informed of emergency procedures.**

## Employment at Taranis

At Taranis, we pride ourselves on the caliber and creativity of our workforce, embracing each and every employee's personal background and professional experience. The topic of employment is managed by our People & Culture team, headed by our Chief People and Culture Officer, who together oversee the policies, procedures, goals, and initiatives that shape our engaging work environment.

At the end of fiscal year 2023, our company comprised 122 employees, with a breakdown of 33% female and 67% male employees. Age-wise, 31% were below 30 yrs. old, 42% were 30-45 yrs. old, and the remaining 27% were above 45 yrs. old.

At the end of fiscal year 2024, our company comprised 103 employees, with a breakdown of 28% female and 72% male employees. Age-wise, 27% were below 30 yrs. old, 50% were 30-45 yrs. old, and the remaining 23% were above 45 yrs. old. In 2024, there were 15 new hires: 9 men and 6 women.

Our workforce is distributed across three primary geographic locations: Israel (52%), US (30%), Brazil (12%), and Argentina (6%).





# Diversity, Equity and Inclusion

## ***We Foster Diversity and Equal Opportunity***

We are proud of our company's international and widespread operations. As a result, we work to promote diversity, equality and inclusion in all of our employment practices.

Taranis employees come from a variety of different backgrounds, bringing unique talents and perspectives to our organization. At Taranis, we celebrate our diverse workforce and make sure that everyone has an equal opportunity to succeed. We recruit, train, and advance our employees based on their qualifications and merit, regardless of race, sexual orientation, gender identity, language, religion, political or other opinion, national or social origin, disability, or other status.

## ***Gender Pay Gaps***

As part of our commitment to promoting gender equality, we conducted a representative gender pay gap analysis, across various positions, managerial levels, and tenures within our organization. We are proud to report that the results show a positive gender pay gap in favor of women, with an average disparity of 6%. This finding underscores our dedication to fostering equality and ensuring fair compensation practices at Taranis.

## ***We Stand Against Discrimination and Harassment***

Taranis is an equal employment company and is committed to providing a workplace that is free of discrimination of all types and from abusive, offensive, or harassing behavior. Any employee who feels harassed or discriminated against should report the incident to their manager or to the People & Culture ("P&C") team. To avoid such incidents in the first place, all employees are obligated to attend a yearly training session on respectful work environments and the prevention of sexual harassment. Taranis will not tolerate discrimination, harassment or any behavior or language that is abusive, offensive, or unwelcome.



# FY2023 - FY2024 Diversity Demographics

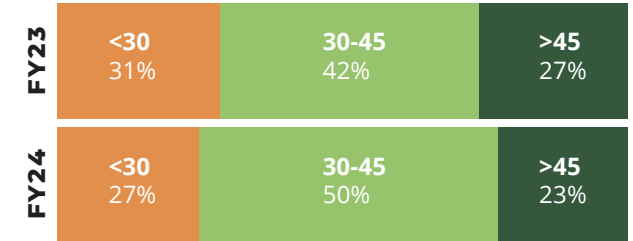
## EMPLOYEES BY GENDER



## EMPLOYEES BY TENURE



## EMPLOYEES BY AGE



## MANAGERS BY GENDER



## NEW HIRES BY GENDER



## PROMOTIONS BY GENDER



## EMPLOYEES BY COUNTRY







## Investing in Employee Wellbeing

As described in our inaugural ESG report, Taranis utilizes employee feedback to initiate all engagement efforts. In this spirit, we expanded implementation of our employee engagement survey globally to include all employees, following a successful trial in our Tel Aviv offices. One hundred percent of eligible employees in Brazil and US participated in a three part questionnaire that was administered by a third-party consultant.

Next year we plan to conduct a global engagement survey for the whole company. Regarding this process, the People & Culture team shared that at Taranis, they view each of their employees as individuals, prioritizing their wellbeing on a case-by-case basis as a core working theory

### Highlights from our United States and Brazil survey include:

- ▶ Employees averaged a score of 95% in feeling a connection between their work and the company's goals.
- ▶ Employees scored an average of 95% in their satisfaction of tools provided by their managers.
- ▶ Taranis placed 8% above the industry benchmark for employee engagement.
- ▶ More effective communication between operational sites was recognized as an area for future improvement.

At Taranis, we view each of our employees as individuals, prioritizing their wellbeing in a case-by-case manner.

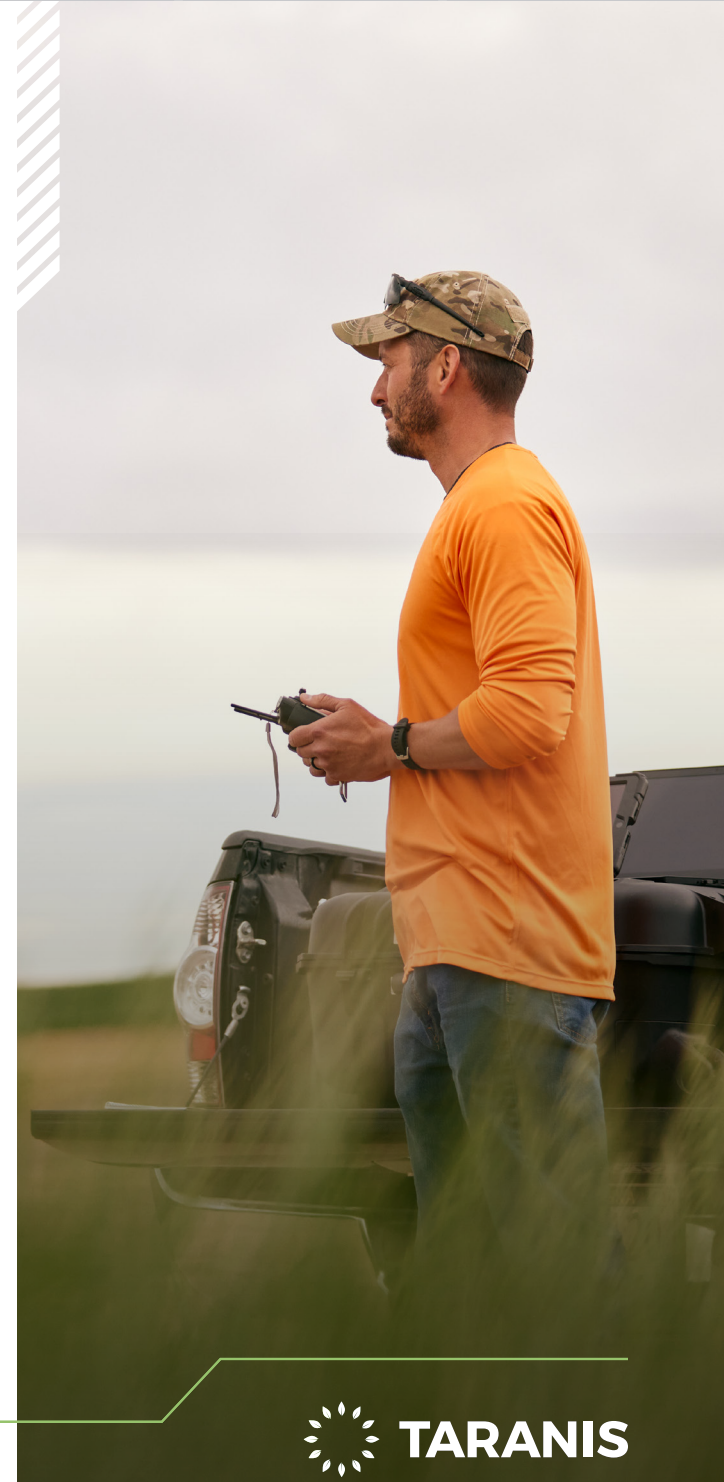
# Health and Safety at Taranis

Safety is a precondition for our business and is integrated into our values and in everything we do. We want to provide our employees and everyone working for Taranis a healthy, safe, and secure workplace.

We track and report on health and safety data for our employees.

**As of 2024, zero health and safety incidents were recorded.**

Taranis is pleased to have had zero health and safety incidents during financial years 2023-2024 across all of our offices and the entirety of our operational footprint. We aspire to continue this positive track record, even as we grow in headcount and capacity. Our commitment is to continue to work towards the improvement of our health and safety management, data collection, and policies to secure our work environment and employees.







## Growing Opportunities for Employee Development

Investing in employee development adds value to both our employees' experience and our company as a whole. Strengthening our employees' skillsets and their commitment to our mission serve to realize Taranis' long-term success by growing our collective knowledge and fostering a culture of continuous improvement. The People & Culture team manages the development of three programs to encourage employee development. All three of the programs are accessible to our employees in Israel; one of the programs is accessible to all our global employees.

- ▶ **Roots of Development** - Established in 2022, Roots of Development is a two-way, continuous feedback system between managers and employees active at all of our sites. We have seen tremendous results as employees set personal goals, envision their futures, and become personally acquainted with their managers. Each employee produces an individual Growth Plan highlighting these features. In the future, we aim to promote Roots as the cornerstone of the Taranis experience. Employees spend an average of 10 hours per year participating in Roots of Development sessions.
- ▶ **Development training for managers** - All managers participated in an eight-session program designed to improve leadership, company knowledge, and communication skills. This program allows managers to grow personally and professionally, and provides Taranis the opportunity to plan successionally. Managers spend an average of 28 hours per year participating in sessions.
- ▶ **Peer Learning** - All employees are encouraged to participate in peer learning sessions. These seminar-styled conversations cover various topics, such as streamlined remote work and team cohesion. Summaries of insights and highlights are shared after each session. On average, employees spend 12 hrs./year in peer learning sessions.

### Peer learning is divided into two categories:

- ▶ **Peer Learning Sessions for Managers:** Hosted by the People & Culture team, these sessions help managers develop leadership and management skills. They focus on topics relevant to managerial roles and challenges. The last two sessions covered effective constructive feedback and exploring experiences providing such feedback.
- ▶ **Professional Peer Learning:** These sessions allow employees to learn from each other, sharing knowledge, skills, and experiences across different areas of expertise. This promotes continuous professional development and a culture of mutual support.



# Engaging, Supporting and Growing Local Communities

Taranis is deeply invested in supporting the local community, out of a belief that a strong and resilient society enables our vision for a more sustainable future. We work to drive positive change through the services we provide and in our support for meaningful community engagement and corporate giving initiatives. This year, we focused on developing impactful relationships with organizations that share our vision for the future. Community engagement efforts are managed by the Taranis People & Culture team, but engage employees from all teams and sites.

## PARTNERSHIP WITH PLACE-IL

Motivated by our company-wide commitment to equal opportunity employment, the Taranis People & Culture was pleased to initiate a partnership with the Israeli non-profit organization [Place-IL](#) in the early months of 2023. Place-IL introduces professionally trained individuals from underrepresented groups to companies in the high-tech industry.

As a proud participating company, Taranis has had the privilege of hosting four professional interns from Place-IL for three-month internship periods. Three of these interns were offered full-time positions at Taranis at the completion of their internships, and they are now permanent employees and valuable engineering team members at our Innovation Center in Tel Aviv.

Partnering with Place-IL marked not only a step towards achieving our goals of fostering equal opportunity, nurturing talent, and serving our local communities, but also added value to Taranis. This partnership provides us with exposure to new sources of highly trained and local talent, introducing diverse perspectives and modes of thinking into our innovation-focused company.





## PARTNERSHIP WITH SODKOT

In fiscal year 2023, Taranis concluded a year-long partnership with the [Sodkot \('Cracking the Glass Ceiling'\) program](#). Sodkot is a gender empowerment program for female students whose mission is to empower girls through STEM education and industry achievement.

Through our partnership, in 2023, a group of 15 female students in the 9th grade visited our Innovation Center in Tel Aviv four times over the course of their school year, participating in sessions led and attended by Taranis employees. Sessions were upwards of three hours in duration and offered advice, connections, and valuable industry exposure in a welcoming and stimulating environment. By engaging these students while they are in their crucial secondary educational years, Taranis hoped to offer inspiration for pursuing STEM in their high school curricula. In Israel, this early trajectory is particularly important, as it informs students' roles in the national service, and is the starting point of their professional development.

In addition to the encouragement provided by connecting with our community, our partnership with Sodkot provided opportunities for 11 Taranis employees to reflect on their own trajectories and 'pay it forward' to the next generation of innovators.

One participant stated that she was pleased to “be a female role model and inspire careers in the Israeli hi-tech industry.”



# Our Culture of Corporate Giving

Taranis is committed to contributing to the local community through our highly developed and coordinated corporate giving program. We seek to identify those causes that correspond closely with our business and ESG strategies. In the US, for example, we support Future Farmers of America, and during the war in Israel, when many farmers were faced with labor shortages, we organized volunteer agricultural activities for employees.

To support employee engagement with our corporate giving program, employees are involved in selecting the community organizations we donate to. The causes that resonated most with Taranis employees in Israel in FY2023 and FY2024 included the Michal Sela Forum against domestic violence, the Kav LaOved Workers' Hotline, a non-profit organization promoting fair and equitable employment in Israel, and the Yad Sarah medical organization that supports the needy and disadvantaged. Monetary donations were made to these organizations, which were chosen by employees who won team-building events as prizes for their participation.

In the US, donations were made to five chapters of Future Farmers of America ("FFA"). The five winning chapters were from Greencastle, Indiana; Sumner-Fredericksburg, Iowa; Zumbrota-Mazepa, Minnesota; Gothenburg, Nebraska; and Vega, Texas. Our Finance team tracks and manages all corporate giving initiatives at Taranis, in collaboration with the People & Culture team.

In addition to our monetary donations, employees at our Global Headquarters in Indiana held a coat drive this past winter. The group collectively donated hundreds of dollars worth of winter jackets to the Starfish Orphan Ministry that outfits children in need for the cold winter months.

## ***Supporting the Community During the War***

With the outbreak of the war in Israel in October 2023, we initiated several activities to provide support to individuals and communities in need. We organized a clothing drive for families evacuated from their homes and donated laptops to children affected by the war. In addition, we donated food to people in need and donated items to the Hostage and Missing Families Forum. To support local economic resilience, we made efforts to purchase supplies and services from small businesses owned by reservists and other businesses impacted by the war.







## Initiatives to Increase Employee Engagement

In 2023, our Tel Aviv-based employees were invited to participate in demonstrations of the Taranis value chain at a 2,500 acre farm in northern Israel. The initiative was overseen by Itamar Levi, Agronomist and Remote Sensing Analyst, as a part of the “Know Your Business” forum organized by Ori Harel, R&D Director. By immersing themselves in a customer use-case, employees were exposed to first-hand feedback on design elements, as well as operational procedures and commercial considerations. By increasing internal accessibility to specialty knowledge, we hope to improve employee know-how, and therefore product competitiveness and thoroughness.

The effort’s desired outcomes included a broader understanding of the agricultural industry; innovative thinking regarding potential product improvements; and a deeper connection between our employees and our customers’ needs. A total of 10 visits were planned throughout the growing season, facilitating evolving learning opportunities as the farm’s needs evolved.

Taranis firmly believes in the values of equality and freedom, as well as the essential right to express one's perspectives. In the spring and summer of 2023, during a period of unprecedented citizen activity across Israel, our leadership in Tel Aviv enabled employees to participate in external civilized activities, promoting equal opportunities. Acknowledging the complex nature of the situation, Taranis felt it was crucial not to obstruct opportunities for those who wished to express their opinions.

We value the diversity of opinions within our company and understand that not everyone may share the same perspectives. As such, Taranis encouraged respectful dialogue among colleagues and promoted a healthy environment in which employees felt productive and supported. All employees are encouraged to participate in a company-wide fireside chat entitled “Attitude of Gratitude,” in which employees express their thankfulness to one another, as well as to others in their lives.

According to one employee who took part in the session, it “fosters a culture of appreciation and gives us all a chance to share about ourselves.”

Similarly, employees are encouraged to share "Seeds and Bites" with their peers. These easily understood, quick data points, videos, or images allow employees to share interdisciplinary knowledge and experiences, thereby building bridges between sites and teams.

Employees at the office in Tel Aviv were given holiday gifts purchased from Mahsi Oz, a local crafts shop that employs women with intellectual disabilities, supporting them with pre-professional education and services. The initiative not only provided our employees with tokens of gratitude for their hard work, but also contributed to the social and economic vitality of an important group within the local community.

### ***Supporting our Employees During the War***

During the war in Israel, we made special adjustments to our employee engagement and support program to provide holistic support to our Israel based employees. Our approach was based on treating every employee as an individual within the framework of their own professional and personal situation. This was true for employees called to reserve duty, as well as those at work.

We made flexible arrangements for employees to work from home, at the office, or from shared workspaces near their homes. We held online sessions for employees with a therapist who specializes in anxiety and had weekly online meetings for the entire Israel team to maintain continuity and ongoing connections. For those who were interested, we provided fully subsidized one-on-one weekly therapy sessions for three months.

Our People and Culture team conducted a benchmark analysis to learn how other companies have dealt with employees during times of war, and developed specialized training for managers on how to reboard employees returning from reserve duty. In addition, we managed ongoing personnel changes, ensuring the work was covered and reassigning team members as necessary.

As employees began to return from reserve duty, the People and Culture team coordinated efforts with other companies and institutions to fully support employees' transition back to civilian life. We continue to provide holistic, ongoing support to our employees and their families, as needed.







## Employee Spotlight: Itamar Levi, Agronomist and Remote Sensing Analyst

In his time at Taranis, Itamar has driven progress in the development of our quality control tools and shared agronomic knowledge. He leads the design, construction, and execution of our employee training program for agronomy and annotation teams. Finally, Itamar coordinates the interface between Taranis' AI and agronomy experts.

Itamar joined Taranis during the last year of his bachelor's studies at The Hebrew University of Jerusalem, entering the company as a member of the Agronomy team. After pursuing a Masters of Science, Itamar joined Taranis as a full time employee. According to Itamar, "Taranis is an outstanding company that truly affects the field." For Itamar, the people at Taranis are the cornerstone of the company's success, emphasizing their essential role in driving innovation and progress. He particularly values the company's commitment to implementing technological precision and intelligence, recognizing these as pivotal factors in shaping the future of agriculture.





## Respect for Human Rights

We conduct our business in a manner that respects the human rights and dignity of all. Taranis complies with the employment and labor laws in every country and region in which we operate. We respect and support fundamental human rights for all people, and we are never complicit in human rights abuses. We expect our suppliers and business partners to commit to the same.

### OUR SOCIAL COMMITMENTS

In order to maximize our impact on social issues, including the wellbeing and development of our employees and our contribution to local communities, we have set out the following goals and commitments regarding social reporting and impact management:

1. **Maintain full participation (100%) of all global employees in our employee feedback and development initiatives.**
2. **Facilitate a global engagement survey targeting a minimum participation rate of 90%.**
3. **Generate a health and safety policy for operators of company owned vehicles in the United States before the publication of our next ESG report.**
4. **Examine hiring procedures aiming to enhance gender diversity within the pool of job applicants.**

# GOVERNANCE, ETHICS, AND COMPLIANCE

We acknowledge that only through strong corporate governance and a solid ethical framework can our business thrive. We place the interests of our stakeholders, including our employees, senior managers, suppliers, and investors, at the heart of everything that we do, all while maintaining full legal compliance, data privacy and cybersecurity, managing risks and opportunities, and addressing the central tenants of sound business conduct. We regularly review our progress with our Chief Executive Officer and the Audit Committee, which provides primary oversight of our Ethics and Compliance program. The topic is overseen by our Board of Directors and senior management.

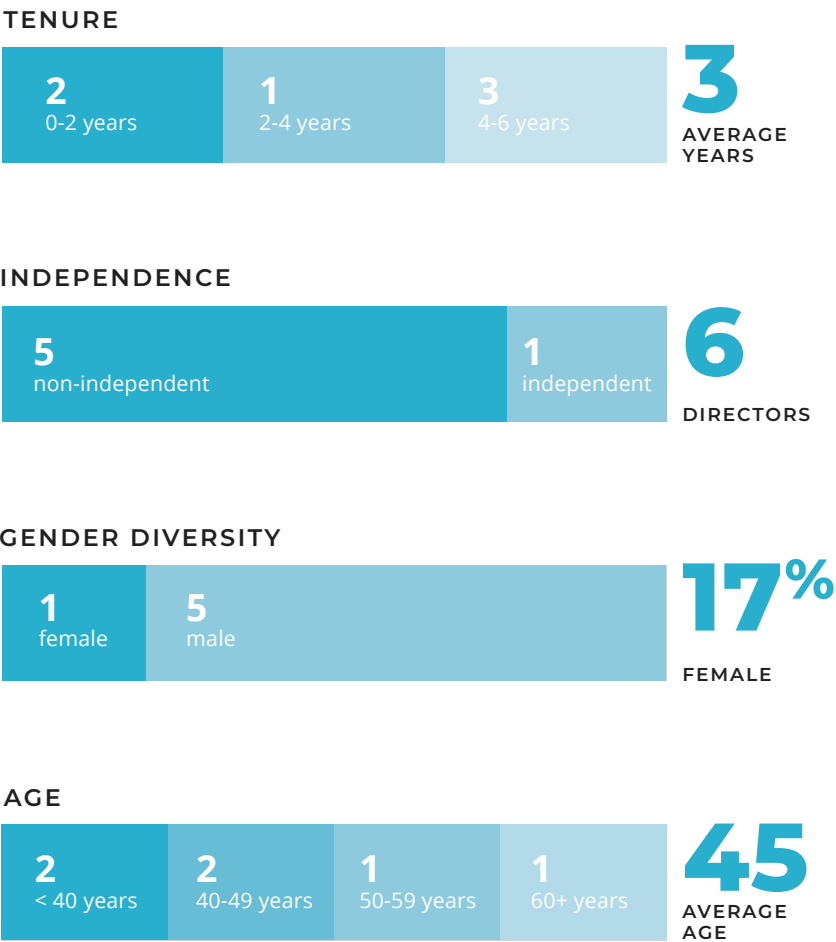
- ▶ [Sound Corporate Governance](#)
- ▶ [Our Ethical Standards and Code of Conduct](#)
- ▶ [Data Privacy & Cybersecurity](#)
- ▶ [Business Continuity & Risk Management](#)
- ▶ [Our Governance Commitments](#)

# Sound Corporate Governance

Transparency is a core part of our identity at Taranis. By openly disclosing our goals, progress, and challenges, we hold ourselves accountable to improving our company's performance to the greatest extent possible. Moreover, our policy of transparency facilitates our approach to putting stakeholder engagement at the center of our business and ESG strategies. The feedback we receive from stakeholders helps us focus our reporting to disclose the most relevant and actionable information, enabling our leadership to take practical steps to improve our performance.

The composition of our highest level of leadership, our Board of Directors, remained constant in fiscal year 2023 and 2024. 67% of our board members hold educational or professional expertise in our core areas of business, thereby instilling a level of confidence in their guidance. Our Board is regularly updated on ongoing projects at Taranis by members of senior management, including through the Governance & Sustainability Committee, which oversees our Environmental Social Governance profile.

# Board Diversity





# Our Ethical Standards and Code of Conduct

Good governance takes place at all levels of our company, not just among leadership ranks. Management has the added responsibility for demonstrating, through their actions, the importance of this Code. Ethical behavior is the product of clear and direct communication of behavioral expectations, modeled from the top and demonstrated by example. Again, our actions are what matters most. To make our Code work, managers must be responsible for promptly addressing ethical questions or concerns raised by employees and for taking the appropriate steps to deal with such issues. Managers should not consider employees' ethics concerns as threats or challenges to their authority, but rather as a form of business communication. At Taranis, we want the ethics dialogue to become a natural part of daily work.

Although Taranis' guiding principles cannot address every issue or provide answers to every dilemma, they can define the spirit in which we intend to do business and guide us in our daily conduct.

All Taranis employees are required to sign our Code of Conduct, issued in 2022, which acts as a guide for employees regarding company policies on ethics and compliance, anti-bribery and anti-corruption, values, fair business practices, and more. Employees may access the Code at all times through our human resources online portal. Our code is being reviewed periodically and updated accordingly. To date, no edits or addenda have been made to our Code of Conduct.

Taranis will investigate all reported instances of questionable or unethical behavior. In every instance where improper behavior is found to have occurred, the company will take appropriate action. We will not tolerate retaliation against employees who raise genuine ethical concerns in good faith. **Any concerns can be reported by emailing: [TheCode@taranis.ag](mailto:TheCode@taranis.ag)**



## FAIR COMPETITION

We are dedicated to ethical, fair, and vigorous competition. We sell Taranis' products and services based on their merit, high quality, functionality, and competitive pricing. We make independent pricing and marketing decisions, and do not improperly cooperate or coordinate our activities with competitors. We will not offer or solicit improper payments or gratuities in connection with the purchase of goods or services for Taranis or the sales of its products or services, nor will we engage or assist in unlawful boycotts of particular customers.

## AVOIDING CONFLICTS OF INTEREST

We act in the best interests of the company, and we avoid any relationship or activity that might impair, or even appear to impair, our ability to make objective and fair decisions when performing our jobs. Our Code of Conduct provides guidance to employees in the event of a potential conflict of interest, including instructions on whom to consult with internally regarding how to proceed before engaging in any activity, transaction, or relationship that may give rise to a conflict of interest.

## ANTI-BRIBERY AND ANTI-CORRUPTION

Taranis is committed to winning business only on the merits and integrity of its products and solutions. We pursue our business objectives with integrity and in compliance with the law, no matter where we are operating. We comply with applicable laws in all the countries in which we do business, including all relevant anti-bribery and corruption laws.







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

## Data Privacy & Security

### *We Respect the Privacy of Individuals.*

We're committed to being good stewards of the personal information entrusted to us by employees, customers, business partners, and other individuals. We must ensure that all personal information under our care is handled lawfully, fairly, transparently, and securely. We never forget this data is private and must be treated with respect – not just because laws strictly demand it, but also because it is the right thing for a responsible business to do.

As a company that delivers and deploys advanced technological solutions, we are committed to the highest standards of data privacy and cybersecurity for our customers, and also for our employees and suppliers. We implement all relevant information security, privacy and data transparency regulations and requirements.

All employees have received training on cybersecurity matters. With oversight from our Research & Development team, led by our VP of R&D, and the impartial expertise of independent third-party experts, we plan to fortify our data protection framework to further bolster customer trust in our technologies and services.

**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/>





Since our establishment in 2015, Taranis has incurred zero monetary losses due to legal proceedings associated with customer data privacy and has never experienced a data breach endangering Personally Identifiable Information (“PII”).

Overall, 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. As part of our commitment and understanding of the importance of the topic, we have published several relevant policies, such as the **Taranis Security and Privacy Incident Response Policy**, the **Taranis Business Continuity Plan (BCP)**, and the **Taranis Data Security and Retention Policy**.

Additional information regarding our security practices are available at all times to all stakeholders in the “Taranis Policies” section of our **Knowledge Center** portal on our website.

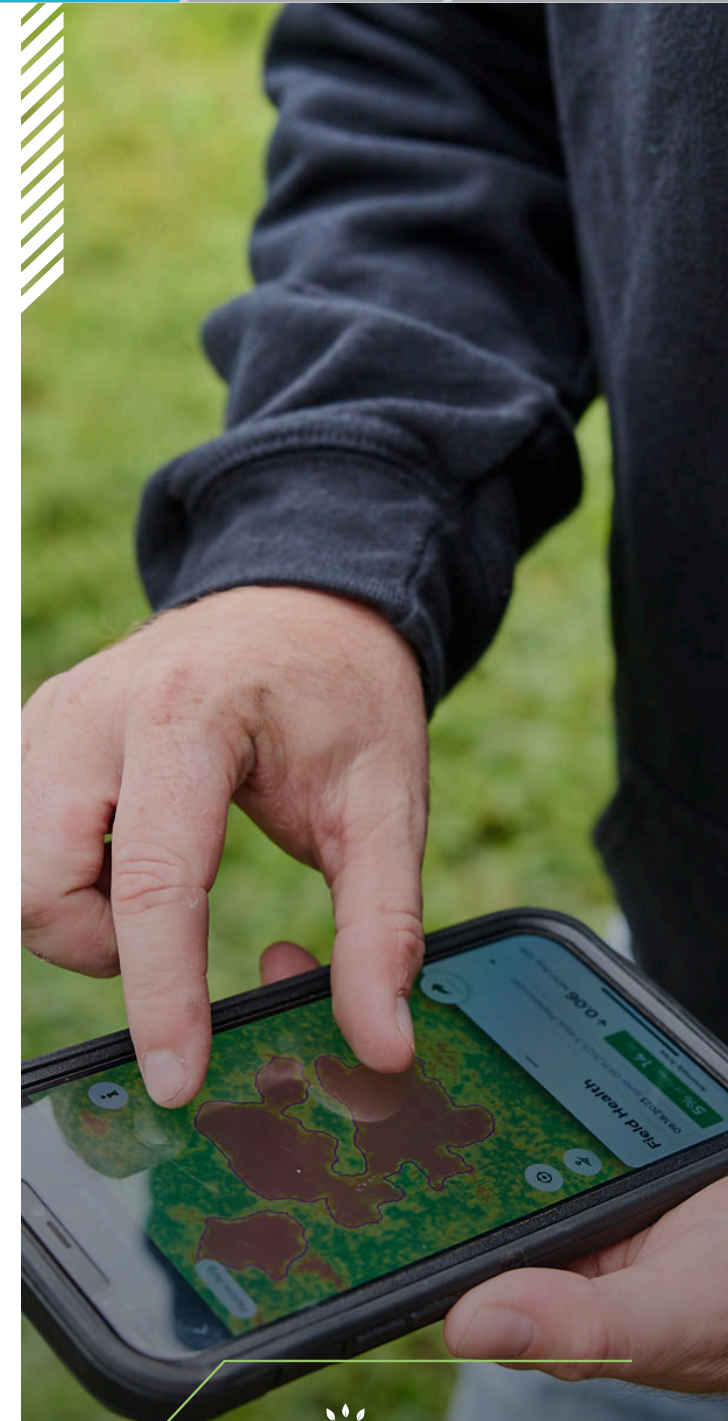
**In accordance with the Taranis Code of Conduct and its 25 Guiding Principles, as well as our core company values, we are steadfast in our resolve to protect customers’ privacy and confidentiality.**

# Business Continuity and Risk Management

Taranis aims to provide the best possible services to enable reliable and sustainable agriculture even in the harshest of conditions. As such, we think ahead when it comes to threat detection, risk management, and disaster recovery. By maintaining a comprehensive Business Continuity Plan (“BCP”), we not only protect our customers’ operations and best interests, we instill confidence in their continued relationship with Taranis. Our BCP is overseen by a conglomeration of leadership from our Operations, Research & Development, engineering teams, and company management.

Taranis’ operational and corporate strategies excel in their risk management and foresight of potential performance-limiting events. Our Business Continuity Plan Overview, published publicly in the Taranis Knowledge Center, details how our company would respond to an event that causes a disruption in customers’ mission critical services. Risks covered by the BCP include, but are not limited to, extreme weather events, power outages, software failure, and personal crises.

The BCP’s intention is to minimize the risk of low-level events and the impact of major high-level events. By providing operational guidelines for a number of conceivable catastrophic events, the BCP ensures that Taranis’ services can be recovered as swiftly and effectively as possible. Topics covered under the Plan include Business Continuity Team Descriptions and Responsibilities, data loss policies, recovery time objectives, and testing protocols. In addition, the Plan identifies critical business functions and personnel necessary for continued operations, with relevant recovery strategies outlined. Of course, and in accordance with our health and safety promise, personnel safety is Taranis’ uncompromising first priority in any disaster situation.







We aim to provide the best possible services to enable reliable and sustainable agriculture.

## OUR GOVERNANCE COMMITMENTS

We seek to continue developing our business continuity and risk management procedures to address the rapidly evolving and growing nature of our business.

1. Update and publicly publish our Code of Conduct by the end of 2025.
2. Create and publicly publish an anti-corruption and bribery policy by the end of 2024.
3. Consideration and discussion of Supplier Code of Conduct development.
4. Complete effort to achieve certification via SOC 2.



# Progressing Our ESG Reporting Journey

The primary purpose of this report is to continue supporting the ESG reporting infrastructure established with the publication of our inaugural report for 2022, while improving our policies, procedures, and initiatives to enable ESG progress and maximum impact on our stakeholders. Additionally, this report aims to stimulate open conversations among our stakeholders and invites their feedback regarding our company's strategies, as presented in this report. 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 level of employee diversity, meaningful community engagement, and our efforts to measure our carbon footprint and improve it. Nevertheless, moving forward, we stand behind our commitment to ongoing improvement and extension of our impact. Furthermore, we will continue to promote:

- ▶ **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 product's environmental impact**

As a company that is keenly focused on shaping a more sustainable future for people and the planet by developing technology-based agricultural solutions at scale, 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



*Jason Minton*

**Jason Minton**

Chief Commercial  
Officer



*Ofir Schlam*

**Ofir Schlam**

President and  
Co-Founder



*Opher Flohr*

**Opher Flohr**

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 from fiscal year 2023 (April 1, 2022- March 31, 2023) and fiscal year 2024 (April 1, 2023 - March 31, 2024).



# Table 1. Sustainability Disclosure Topics & Accounting Metrics

Topic	SASB Code	Accounting Metric	FY 2023 Disclosure	FY 2024 Disclosure
<b>Environmental Footprint of Hardware Infrastructure</b>	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) Taranis consumed 4,507 GJ in the reporting period, (2) 8% of which was delivered from local grids. (3) Taranis tracks the sources of consumed electricity only at our Brazil site, for which 96% of supply is derived from renewable sources.	(1) Taranis consumed 4,857 GJ in the reporting period, (2) 7% of which was delivered from local grids. (3) Taranis tracks the sources of consumed electricity only at our Brazil site, for which 96% of supply is derived from renewable sources.
	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.	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:  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	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:  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



Topic	SASB Code	Accounting Metric	FY 2023 Disclosure	FY 2024 Disclosure
<b>Date Privacy &amp; Freedom of Expression</b>	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 <a href="https://taranis.ag/privacy-policy/">https://taranis.ag/privacy-policy/</a>	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 <a href="https://taranis.ag/privacy-policy/">https://taranis.ag/privacy-policy/</a>
	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 the services, improving our services, and 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 - <a href="https://taranis.ag/privacy-policy/">https://taranis.ag/privacy-policy/</a>	We only use information from users for the purposes of delivering the services, improving our services, and 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 - <a href="https://taranis.ag/privacy-policy/">https://taranis.ag/privacy-policy/</a>
	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.	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.	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.	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	FY 2023 Disclosure	FY 2024 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).	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	<p>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:</p> <p>Taranis Data Security and Privacy  <a href="https://knowledge.taranis.ag/portal/en/kb/articles/taranis-data-security-and-privacy">https://knowledge.taranis.ag/portal/en/kb/articles/taranis-data-security-and-privacy</a></p> <p>Taranis Security And Privacy Incident Response Policy  <a href="https://knowledge.taranis.ag/portal/en/kb/articles/taranis-security-and-privacy-incident-response-policy">https://knowledge.taranis.ag/portal/en/kb/articles/taranis-security-and-privacy-incident-response-policy</a></p>	<p>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:</p> <p>Taranis Data Security and Privacy  <a href="https://knowledge.taranis.ag/portal/en/kb/articles/taranis-data-security-and-privacy">https://knowledge.taranis.ag/portal/en/kb/articles/taranis-data-security-and-privacy</a></p> <p>Taranis Security And Privacy Incident Response Policy  <a href="https://knowledge.taranis.ag/portal/en/kb/articles/taranis-security-and-privacy-incident-response-policy">https://knowledge.taranis.ag/portal/en/kb/articles/taranis-security-and-privacy-incident-response-policy</a></p>
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. 55.6% of employees reside in Israel, where the company was founded; 32.4% reside in the US, where our global headquarters are located; and 12% of our team is in Brazil.	Taranis is a global company. 52.43% of Taranis employees reside in Israel, where the company was founded; 30.1% reside in the United States, where our global headquarters are located, 11.64% in Brazil and the remaining 5.83% of our team is in Argentina.
	TC-SI-330a.2	Employee engagement as a percentage	<p>Employee engagement plays a critical role in how we identify and improve the way we work. In FY 2023, our Employee Engagement score measured through a third-party survey was 79%.</p> <p>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.</p>	<p>Employee engagement plays a critical role in how we identify and improve the way we work. The next employee engagement survey will be given in FY 2025.</p> <p>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.</p>
	TC-SI-330a.3	Percentage of gender group representation for (1) management, (2) technical staff, and (3) all employees	<p>Gender (all global employees):</p> <p>(1) 27% female, 73% male  (2) 32% female, 68% male  (3) 33% female, 67% male</p>	<p>Gender (all global employees):</p> <p>(1) 27% female, 73% male  (2) 24% female, 76% male  (3) 28% female, 72% male</p>

Topic	SASB Code	Accounting Metric	FY 2023 Disclosure	FY 2024 Disclosure
<b>Intellectual Property Protection &amp; Competitive Behavior</b>	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.	Taranis incurred no monetary losses resulting from anticompetitive behavior regulations.
<b>Managing Systemic Risks from Technology Disruptions</b>	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.	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	Taranis' BCP is detailed in the Business Continuity Planning section of this report. Links for further reading on this topic may likewise be found there.	Taranis' BCP is detailed in the Business Continuity Planning section of this report. Links for further reading on this topic may likewise be found there.

SASB Code	Accounting Metric	FY 2023 Disclosure	FY 2024 Disclosure
TC-SI-000.A	(1) Number of licenses or subscriptions (2) percentage cloud-based	(1) Number of subscriptions: about 100 customers and 2 million subscribed acres (2) percentage cloud-based: 100%	(1) Number of subscriptions: about 100 customers and 5 million subscribed acres (2) percentage cloud-based: 100%
TC-SI-000.B	(1) Data processing capacity (2) percentage outsourced	(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%	(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	(1) Amount of data storage (2) percentage outsourced	(1) Amount of data storage: 900 terabytes (2) Percentage outsourced: 100%	(1) Amount of data storage: 530 terabytes. When possible, we delete unnecessary data to optimize our storage. (2) Percentage outsourced: 100%





[Taranis.com](https://Taranis.com)

