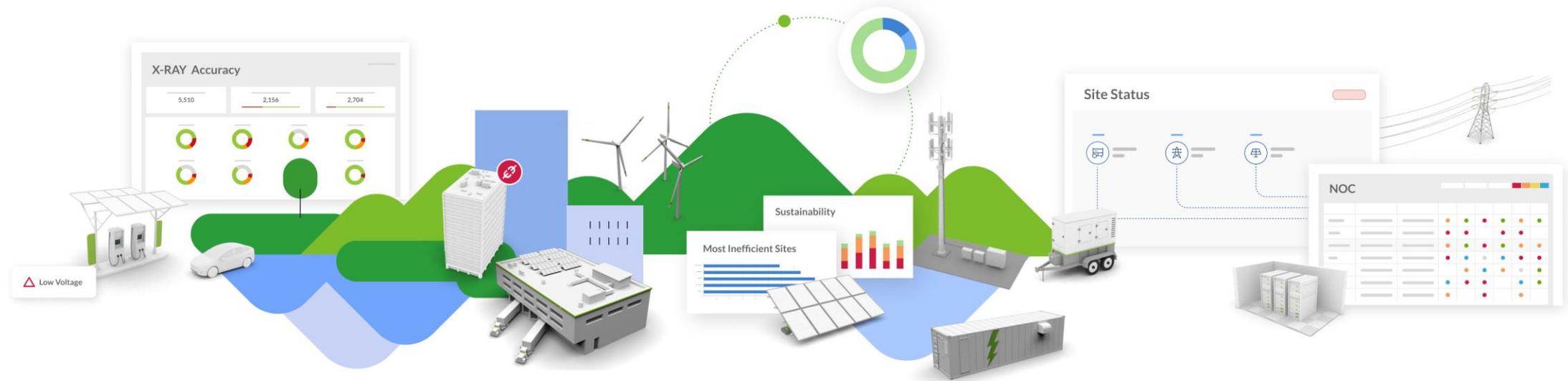




Boosting Energy Efficiency and Sustainable Impact

Galooli's ESG Report 2025



December 2025

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1. Leadership & Corporate Overview



At Galooli, sustainability isn't a checkbox or a slogan — it's who we are. Since 2009, we have been on a mission to make energy management smarter, more sustainable, and more accessible. Our vision has always been simple: to transform energy efficiency across industries and support our customers as they cut waste, reduce emissions, and accelerate their path to Net Zero.

2024 marked a true turning point. Beyond strengthening our energy-management system, we raised the bar with more transparent reporting. We also set clearer environmental goals and embedded sustainability into everything we do — from how we design our products to how we operate our offices, work with suppliers, and support our people.

This journey isn't just about technology. At its core, it's about people — the innovators behind the cutting-edge energy-management tools trusted by partners worldwide. Our diverse, global team is our greatest strength, and we invest deeply in their growth, well-being, and creativity. When they thrive, Galooli thrives - and so do the communities and industries we serve.

The road ahead is challenging, but it's also exciting. We'll continue to push ourselves to set higher standards, take bold action, and create meaningful impact — not only for our business but for the planet we all share.

On a personal note, Galooli is much more than a workplace to me. As the company's co-founder, alongside our CTO, Itamar Molchadsky, it has been - and continues to be — a lifelong project. I am deeply committed to the community we've built together and profoundly grateful for the trust placed in us by so many stakeholders, both within and beyond the company. We will continue moving forward with passion, dedication, and a shared commitment to progress.

Here's to making progress together.

Ronen Barel, CEO

We're excited to share our first ESG Report. In crafting it, we aligned primarily with the SASB Disclosure Index while also considering broader ESG best practices. Our focus remains on what matters most to us – understanding our impact on the world and ensuring that it is positive and lasting. For us, this responsibility goes beyond day-to-day business. It extends across our value chain – employees, suppliers, customers, partners, and distributors – and into the communities where we live and work. We care deeply about our people, our society, and the planet we all share.

This report focuses primarily on January 1 – December 31, 2024. However, it also draws on 2023 data for year-over-year comparisons, with early references to 2025 where relevant. In the following pages, you'll find insights, stories, and milestones we're proud of – along with the goals that guide our path forward and areas where we aim to improve. For us, transparency means celebrating progress while being honest about challenges.

Publishing this report is part of a broader journey. Beyond meeting international standards, it reflects Galooli's ongoing corporate development efforts, where sustainability and responsibility are embedded into the way we grow, innovate, and manage our business. We're committed to openness about how we operate, how our products create positive impact, and how we hold ourselves accountable.

We extend our appreciation to all Galooli employees whose dedication, expertise, and commitment to sustainability made this report possible. Publishing it is just one step forward, and we'd love for you to walk it with us. Share your thoughts and feedback at ESG@galooli.com

galooli at a Glance

 **15**
Years of experience

 **Activity**
Europe, Africa, North America, Oceania

 **Branches**
Israel, US, Uganda, Kenya, Nigeria

Our Track Record

2000+
Businesses using Galooli's solution

3B
Data points collected daily

28
Registered patents





Founded in 2009, Galooli is a private SaaS company that optimizes energy performance worldwide. We provide Energy Management System (EMS) for Distributed Energy Resources (DERs), serving industries such as telecommunications, data centers, renewable energy, commercial buildings, battery storage, and mobile fleets. Our EMS enables users to remotely monitor, analyze, and control energy sources—including grid electricity, solar panels, generators, and industrial batteries.

Over the years, Galooli has developed advanced software and hardware solutions for the seamless and efficient management of remote assets. With a proven record of global growth and innovation, we deliver customer-centric solutions tailored to each industry's needs - empowering organizations to make data-driven decisions that enhance sustainability, productivity, and return on investment while reducing operational costs.

From telecommunication towers to automotive fleets, we continuously innovate to help customers manage stationary and mobile assets through a single, smart, integrated platform. We remain dedicated to driving efficient and sustainable energy use, continually optimizing our solutions to meet evolving market needs.

At Galooli, we take pride in our exceptional service and support and are committed to offering leading solutions that empower responsible, efficient energy use.

Vision

We seek to change the world of energy efficiency management across multiple industries and support our customers in their race to Net Zero. around the world as possible.

Mission

We are on a mission to lead the smart revolution in energy efficiency by empowering customers with real-time monitoring, analysis, and control of remote sites and energy assets. We provide the tools and insights that enable organizations to reduce their carbon footprint and operational costs - driving a more sustainable and efficient future. world as possible.

2. Customer Excellence & Sustainable Innovation

All-in-One **Central Platform**

Galooli's solution is organized around three core capabilities, with every platform tool aligning naturally to one of them.

Real-Time Monitoring



Continuous visibility into site, facility, and equipment status — enabling fast detection of anomalies and operational issues.

Analytics & Insights

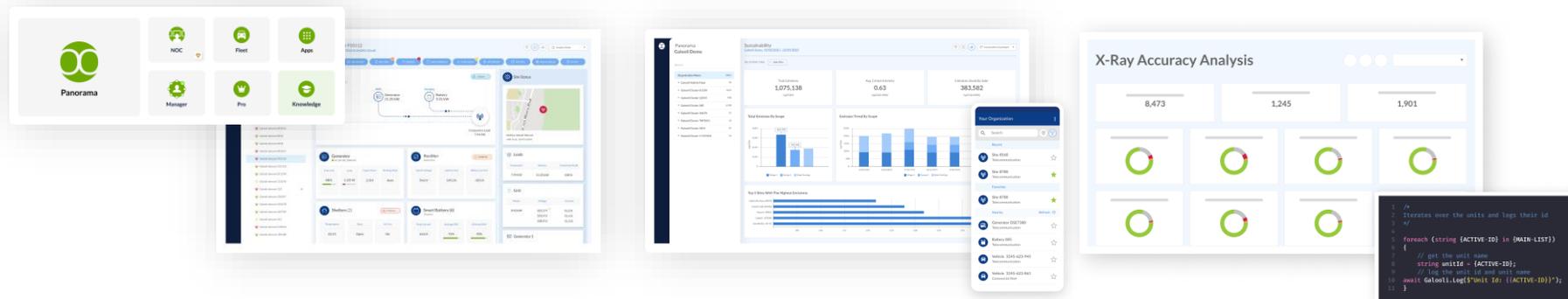


Analyzes and optimizes site and energy-asset performance, providing actionable insights and AI-powered forecasts for smarter decision-making.

Active Control & Automations



Manages energy assets manually or automatically using KPIs and customized use cases — improving performance and reducing the need for site visits.



Grid Flexibility & Forecasting – Includes capabilities such as peak shaving, invoice validation, and Virtual Power Plant (VPP) participation – supported by AI-based forecasting to optimize performance and inform smarter energy planning

Site & Energy Management – Provides control capabilities and actionable insights to support troubleshooting and remote energy management

Configuration Management – Remotely updates, manages, and audits configurations to keep equipment accurate, stable, and operational

Benchmark Insights – Compares sites, regions, or assets to detect inefficiencies and identify areas for improvement.

Colocation Management – Aggregates energy consumption across tenants and enables accurate, efficient shared-site billing



Visibility – Provides real-time visualization of collected data, giving clear insight into equipment status, site conditions, and energy performance.

Data Gathering – Captures raw data from energy sources, site equipment, and network elements – including third-party integrations such as grid providers and weather APIs

HW Agnostic Integration - Connectivity with existing equipment and Linux-based gateways to provide full visibility and compatibility across all hardware types

Reporting & Smart Dashboards - Visualizes trends, anomalies, KPIs, and performance insights – including ESG and CSRD-oriented reporting – through customizable dashboards

Through advanced monitoring, analytics, and control capabilities, Galooli's EMS optimizes energy use, enhances operational efficiency, and reduces both OPEX and CAPEX, while improving sustainability outcomes.



Energy Optimization

Smart site management that optimizes grid, battery, generator, and solar use.



Operations & Infrastructure

Reduces site visits, improves asset health, strengthens remote visibility, and increases operational stability.



Planning & Management

Enhanced planning, maintenance, and procurement capabilities.



Sustainability

Reduces carbon footprint and supports ESG reporting.

Immediate **Financial Savings and Environmental Impact**

Quantifying the environmental impact of operational efficiency.

Galooli's remote energy-management system consistently drives measurable reductions in emissions and resource use across global deployments. Through real-time monitoring, predictive analytics, and automated control, organizations achieve significant improvements in energy efficiency and reliability.

Selected Examples from Global Deployments



≈ **-40%**

Operational cost savings

Healthier equipment, fewer site visits, improved planning, and more efficient asset use.



≈ **-50%**

Fuel consumption

Optimized energy distribution and automated controls.



≈ **-65%**

Generator runtime

Smarter scheduling and energy balancing while maintaining site stability.



≈ **+10%**

Increase in solar utilization

Improved renewables use decreased diesel dependence and boosted solar contribution.

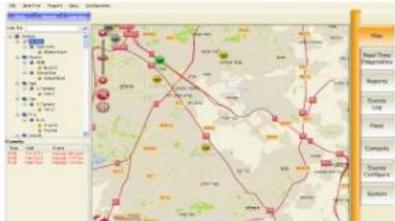
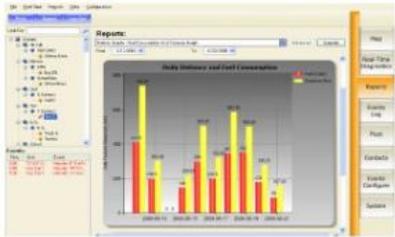


≈ **+120%**

Improved battery utilization efficiency

Higher discharge rates allowed batteries to carry more of the site load - reducing generator use.

The values presented are based on actual results achieved by several Galooli customers using our solution, reflecting both direct and indirect impacts.



2009
Galooli Map

Launched with core monitoring capabilities for mobile and stationary assets, establishing the foundation of Galooli's EMS journey.



2011
ZON Control

Enhanced platform with comprehensive energy management features, evolving from basic monitoring to integrated energy oversight.



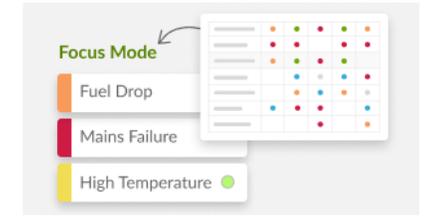
2017
ZON MAX

Introduced advanced energy and operational analytics capabilities, enabling deeper insights and data-driven decision-making.



2022
Galooli

Expanded the platform's ability to [remotely and actively control asset operations and configurations](#) through both manual and automated modes.



2024

Embedded [AI-driven tools](#) into the platform, including [maintenance and refueling planners](#), predictive analytics, and [AI-based reports](#). A new [Analytics Center](#) enhances—and in some cases replaces—manual analysis, driving greater operational efficiency.

Ensuring customer value through transparency, measurement, and feedback.

Galooli's approach to customer excellence reflects our ESG commitment to accountability, transparency, and lasting partnerships.

Our EMS platform is not a one-time project but an ongoing relationship built on collaboration and continuous improvement. Our structured, relationship-driven approach ensures that customer success, service quality, and operational excellence are continuously measured and enhanced – reinforcing trust and long-term collaboration.



SLA Monitoring

Regular review of SLA compliance supported by a clear governance framework and defined performance KPIs – ensuring reliable service, measurable quality, and continuous improvement.



Customer Dialogue & Feedback

Ongoing communication supported by a structured support process, engagement sessions, and annual satisfaction surveys – ensuring alignment, transparency, and continuous customer success.



Abnormalities & Corrective Actions

Occasional irregularities are analyzed and resolved through structured debriefs and shared accountability processes, ensuring reliability, transparency, and continuous enhancement.



Knowledge Management

Capturing lessons learned and performance insights to strengthen delivery, reinforce accountability, and support ongoing improvement.

3. Governance, Ethics and Digital Responsibility

At Galooli, sustainability isn't a side note – it's the foundation of how we work and grow. We've built our approach around four pillars that guide our decisions, shape our impact, and define what we stand for: a company that delivers real value while caring for people, the planet, and future generations.



Environment

Designing solutions that cut carbon emissions, save energy, and reduce waste – while holding ourselves to the same standards inside our own business.



Labour & Human Rights

Creating an inclusive, diverse workplace that offers equal opportunities, safe conditions, and respect for every employee across our global offices.



Ethics

Upholding integrity in everything we do, from rejecting corruption and anticompetitive practices to protecting data and fostering accountability.



Sustainable Procurement

Extending our responsibility across the supply chain by partnering with like-minded suppliers, promoting ISO 14001 standards, and minimizing our footprint in packaging, IT, and cloud operations.

Our values are the backbone of Galooli. While our [Corporate Responsibility Compass](#) guides our responsibilities outward, our values shape our culture within. They define how we work, how we treat each other, and how we create impact for our customers and communities. We build strong, lasting relationships with our customers and suppliers.



We hire exceptional talent and foster an environment where they can thrive.



We never compromise on the quality of our solutions and services.



We take full responsibility for our mistakes – and learn from them.



We participate only in markets where we can make a meaningful impact.



We focus on what we do best, delivering expertise and excellence.



We believe in the power of simplicity.



We act as a family, supporting collaboration, care, and mutual respect.

Introduced in 2024, the [Galooli Handbook](#) serves as a comprehensive organizational reference for both employees and external stakeholders. It brings together the company's core policies in one place, promoting a respectful, safe, and high-performing environment across all areas of our business. The Handbook reflects Galooli's commitment to:

1

Operational excellence
and consistent performance
across all functions.

2

Ethical conduct
and compliance with international
standards, including ISO 9001
(Quality Management), ISO 14001
(Environmental Management),
ISO 27001 (Information Security),
and GDPR.

3

Employee well-being
rights, responsibilities, and
professional development.

4

**Alignment with best practices
and local legislation,**
ensuring integrity and
accountability at every level
of the organization.

Beyond quality management, the Handbook includes sections on information security and privacy, human resources, sustainability and environmental practices. These areas ensure that Galooli's responsibilities – to employees, partners, customers, and society – are embedded into both day-to-day operations and long-term planning. **The Handbook also includes our [Code of Conduct](#) and [Suppliers Code of Conduct](#). These publicly available documents set clear expectations for ethical behavior, human rights, and environmental responsibility across both our internal operations and our global supply chain.**

In 2024, Galooli reported for the first time to [EcoVadis](#) and [CDP](#), earning strong ratings that reflect our growing transparency and commitment to sustainability. We also received a Gold Mark of Excellence for our ISO certifications – ISO 9001 (Quality Management), ISO 27001 (Information Security), and ISO 14001 (Environmental Management). Together, these recognitions underscore our dedication to quality, security, and environmental responsibility, ensuring that our operations meet internationally recognized best practices and build trust among customers, employees, and stakeholders.



Sustainability Milestone

We've strengthened our sustainability leadership and global impact, and earned an EcoVadis Commitment badge.



Pursuing Excellence

9001 | 27001 | 14001



Galooli Earns CDP's Highest Score for SMEs

Galooli is committed to driving a more sustainable future and supporting the [United Nations Sustainable Development Goals \(SDGs\)](#).

As a leader in energy efficiency, we help customers reduce emissions and lower costs by remotely monitoring, analyzing, and controlling distributed energy resources. More specifically, our Energy Management System aligns with five SDGs where Galooli delivers measurable impact.

7 AFFORDABLE AND CLEAN ENERGY



Galooli's EMS optimizes energy use, increases reliance on solar and renewables, and reduces dependence on fossil fuels.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Our technology strengthens telecom towers and data centers with digital monitoring, smart automation, and scalable solutions that improve resilience and efficiency.

11 SUSTAINABLE CITIES AND COMMUNITIES



Galooli optimizes energy in industrial and commercial buildings, HVAC systems, and edge data centers – reducing emissions, cutting generator hours, and improving urban reliability.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

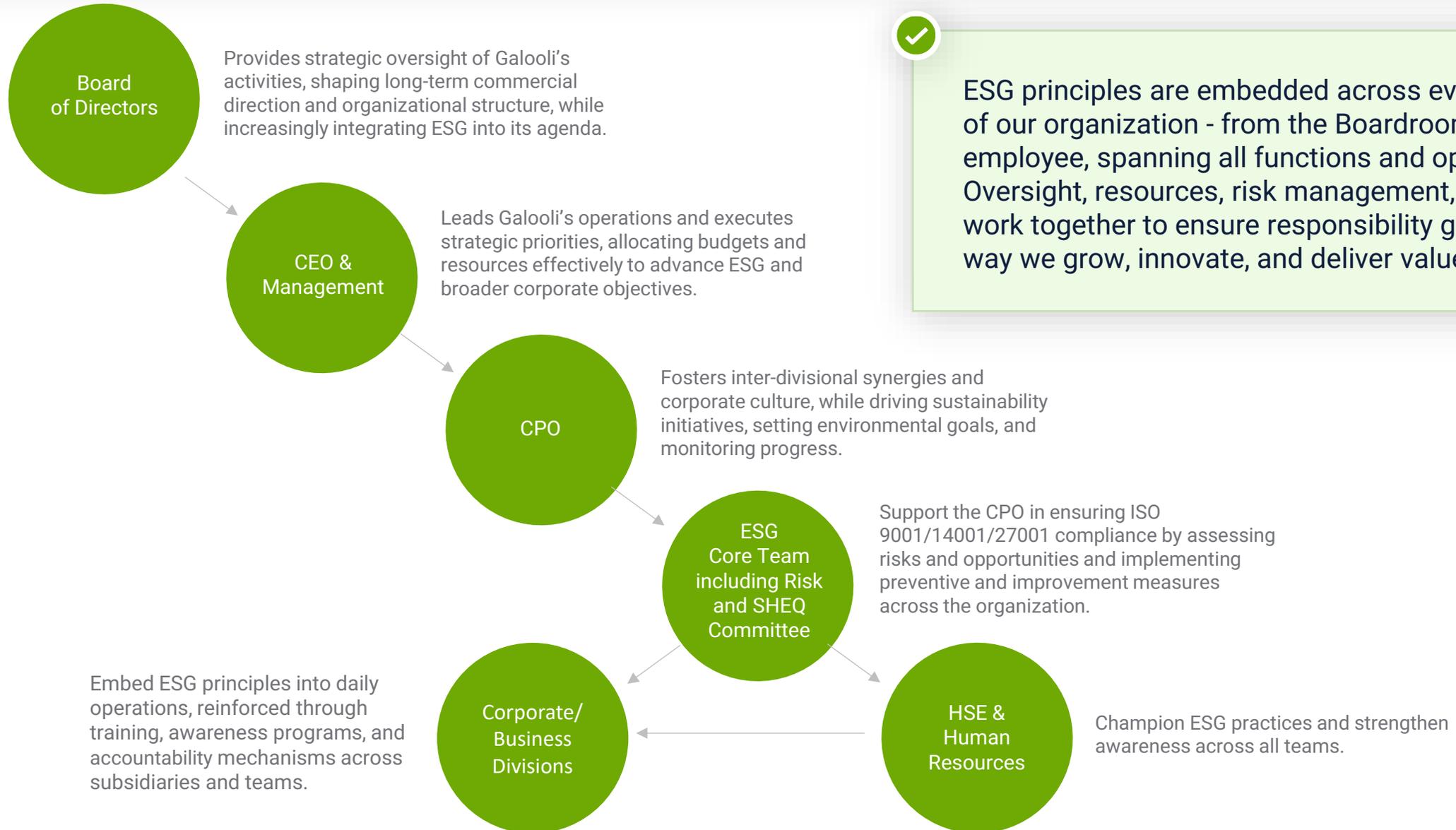


Galooli advances responsible consumption by cutting fuel use, extending equipment lifespans, and embedding sustainable practices into hardware end-of-life management.

13 CLIMATE ACTION



Galooli reduces its own Scope 1–3 footprint and helps customers cut diesel use, increase solar savings, and report their carbon emissions – accelerating the transition to Net Zero.



To strengthen alignment and consistency across Galooli's global operations, our corporate development approach is structured around five complementary verticals:



Policies and Procedures

Establishing clear internal frameworks to guide conduct, compliance, and decision-making.



Measurements

Defining key metrics to monitor environmental, social, and operational performance.



Actions

Translating strategy into initiatives that generate measurable impact and continuous improvement.



Reporting and Documentation

Ensuring transparency through ongoing tracking, evaluation, and disclosure.



Endorsement

Reinforcing accountability and recognition through leadership oversight and stakeholder engagement.

These verticals connect governance, sustainability, and execution – forming a cohesive framework that drives synergy, accountability, and shared purpose across Galooli's global operations.

Galooli's governance framework is supported by a clear organizational structure and a defined RACI framework, linking strategic oversight with day-to-day execution. Responsibilities and reporting lines are clearly defined across all business units and committees, ensuring transparency on who is responsible, accountable, consulted, and informed. The structure and role allocations are reviewed annually under Galooli's ISO management system to reinforce accountability and drive continuous improvement.

CEO & Management

Responsibility	Authority
Defines company strategy, oversees business performance, and ensures coordination across all divisions.	Approves corporate policies, budgets, and strategic initiatives, including governance, risk, and sustainability matters.

R&D and Product

Responsibility	Authority
Develops cutting-edge, reliable, and sustainable technological solutions.	Sets product specifications and priorities for innovation and environmental compliance.

Revenue & Accounts

Responsibility	Authority
Supports customers through onboarding, training, and ongoing engagement to ensure satisfaction and system performance.	Manages customer interfaces and approves service delivery and training processes.

Finance

Responsibility	Authority
Oversees financial planning, budgeting, and compliance.	Approves expenditures and investments that ensure financial integrity and long-term sustainability.

Sales

Responsibility	Authority
Leads business development, identifies new opportunities, and negotiates commercial terms and contracts.	Manages sales activities and coordinates with internal teams to ensure successful deal execution.

Operations

Responsibility	Authority
Manages logistics, procurement, and HR processes to ensure efficiency, compliance, and alignment with ISO-certified standards.	Oversees supplier performance, resource allocation, and operational procedures supporting Galooli's sustainability goals.

Marketing

Responsibility	Authority
Communicates Galooli's value, sustainability achievements, and brand consistency across channels.	Approves campaigns and materials to ensure accuracy, credibility, and alignment with corporate standards.

Partnerships

Responsibility	Authority
Develops and strengthens strategic partnerships that enhance business growth and shared sustainability impact.	Oversees strategic collaborations, promotes corporate synergy, and drives a culture of sustainable partnership.

Note: The departmental boxes shown are illustrative only and do not represent the full organizational structure or complete RACI matrix.

We engage with stakeholders according to their unique roles within our ecosystem. Engagement is a two-way process – we listen, share, and act. This dialogue builds trust, fosters transparency, and strengthens resilience. Through open engagement, we align our strategy with stakeholder priorities and shared sustainability goals, creating value that is meaningful and relevant to each relationship. Engagement frequency and approach differ across stakeholder groups, reflecting their roles, expectations, and priorities.

Employees

We engage through training, surveys, HSE programs, and awareness initiatives, while supporting career development, professional growth, and the daily employee experience – fostering a safe, capable, and empowered workforce.

Customers

We collaborate through continuous dialogue, training, SLA and KPI monitoring, and open feedback channels – helping customers optimize energy performance, ensure system reliability, and realize long-term value.

Suppliers

We work closely with suppliers through our Supplier Code of Conduct, screening and evaluation processes to promote responsible sourcing, ethical conduct, environmental accountability, and continuous improvement across the supply chain.

Distributors and Resellers

We provide training, product knowledge, and technical guidance to ensure effective representation of Galooli's solutions. Engagement supports strong commercial collaboration, improved customer reach, and alignment on sustainability and performance objectives.

Investors & Partners

We maintain transparent communication, share performance updates, and collaborate on joint projects and sustainability objectives – strengthening trust, aligning expectations, and advancing long-term strategic and environmental impact.

Communities

We contribute through volunteering, donations, social-impact initiatives, and active participation in local projects – supporting community well-being, education, and environmental awareness.

At Galooli, our materiality assessment identifies and prioritizes the most significant ESG topics for our business, stakeholders, and global sustainability objectives. This process forms the foundation for aligning our strategy with the issues that matter most across our value chain, ensuring that we direct resources where they create the greatest positive impact. Operational resilience, data security, customer impact, and environmental performance emerged as our highest-priority topics.

Our Process

Galooli's approach combines internal expertise with external benchmarks to create a clear picture of priorities. The process includes:

Evaluation of Topics – Drawing on international standards and frameworks such as ISO 9001, ISO 14001, ISO 27001, GDPR, the UN Sustainable Development Goals (SDGs), and CDP/EcoVadis reporting. We also consider regulatory trends, customer requirements, employee feedback, and industry benchmarks.

Identification of Issues – Mapping risks and opportunities across our direct operations, suppliers, distributors, and customers. Topics assessed include climate change, renewable energy integration, waste and hardware end-of-life management, diversity and inclusion, information security, and responsible procurement.

Prioritization and Alignment – Issues are evaluated against two dimensions: (1) impact on society and the environment, and (2) impact on Galooli's business continuity, resilience, and growth. The highest-ranking issues guide our ESG strategy and reporting.

Frequency

Galooli monitors material issues on an ongoing basis as part of its ISO 14001 Environmental Management System and Risk Management Procedure, alongside regular reviews of ISO 9001 (Quality), ISO 27001 (Information Security), and GDPR compliance. These practices are validated annually through external certification audits. The Risk Committee and the SHEQ (Safety, Health, Environment, and Quality) Committee meet quarterly – and additionally as needed – to review progress, evaluate risks and opportunities, and address emerging matters. Galooli also reports its ESG performance annually through global disclosure frameworks such as EcoVadis and CDP.

Key Material Topics

- Climate change mitigation and carbon footprint reduction.
- Renewable energy integration and solar savings.
- Responsible supply chain and sustainable procurement.
- Information security and data privacy.
- Employee well-being, diversity, and professional development.
- Community engagement and social contribution.
- Product innovation for energy efficiency and sustainability reporting.

Building trust through transparency, accountability, and responsible conduct

Ethical behavior is a cornerstone of Galooli's identity and long-term success. Integrity guides our decisions and shapes how we engage with all stakeholders – from employees and customers to suppliers, partners, investors, and the broader communities we serve – reinforcing our commitment to sustainability and transparency.

We expect every member of the Galooli community to act with honesty, fairness, and respect – upholding the highest standards of ethical and professional conduct. These commitments are supported by clear policies and procedures that guide our daily conduct:

Our Ethical Foundations

- [Code of Conduct](#) – Defines principles of honesty, fairness, respect, and responsibility, including guidelines on anti-bribery, human rights, labor practices, and child labor prevention.
- [Supplier Code of Conduct](#) – Extends Galooli's ethical, environmental, and labor expectations across our supply chain.
- [Anti-Bribery, Fraud, and Corruption Policy](#) – Establishes zero tolerance toward bribery and corruption, ensuring decisions are based on integrity and merit.
- [Human Rights Policy](#) – Upholds universal human rights, equality, and safe working conditions across all Galooli entities
- [Risk Management Policy](#) – Defines processes for identifying, assessing, and addressing ethical, operational, and environmental risks.
- [Gifts and Hospitality Guidelines](#) – Ensure that all exchanges remain transparent, appropriate, and aligned with ethical standards.
- [Whistleblower Policy](#) – Allows employees and partners to confidentially report suspected violations without fear of retaliation.

These are selected examples from Galooli's broader framework of ethics and compliance policies and procedures.
Ethics at Galooli means doing what's right – not because it's required, but because it's who we are.

At Galooli, risk management is integrated across our operations and value chain to safeguard business continuity, customer trust, and long-term sustainability.



Holistic Approach

Risks are mapped across direct operations and the global value chain (suppliers, distributors, and customers). This includes financial, operational, environmental, and ESG-related risks.



Security First

Regular phishing simulations, penetration tests (application, cloud, infrastructure), and continuous monitoring ensure cyber resilience. In 2024 there weren't any critical issues, and all other findings were fully addressed.



Ongoing Improvements

Preventive actions have strengthened product security, the cloud environment, and our working practices - from 2FA and database encryption to AWS hardening and secure coding.



Governance

Risks are reviewed by Galooli's Risk Committee and the SHEQ Committee (Safety, Health, Environment & Quality), ensuring management oversight, ISO 9001/14001/27001 compliance, and alignment with CDP and EcoVadis disclosures.



Culture of Accountability

Employees are engaged through awareness training, clear report responsibility channels, and for continuous improvement

Galooli maintains a proactive risk framework and a structured Business Continuity Plan that balance innovation with resilience - protecting our business, people, partners, and the environment.

Safeguarding data integrity, privacy, and trust across our digital ecosystem.

Galooli places information security and data privacy at the heart of its operations. As a SaaS provider delivering Energy Management as a Service, we apply robust controls throughout the entire data lifecycle . This includes acquisition and transmission to storage, analytics, and user access. Our commitment to digital responsibility and cyber security extends beyond compliance - it is an integral part of Galooli's governance, transparency, and stakeholder trust. All Galooli data is securely hosted on Amazon Web Services (AWS), ensuring advanced protection and robust reliability.



ISO 27001 Certification

Information Security Management System ensuring risk-based protection and continuous improvement.



GDPR Compliance

Responsible collection, processing, and storage of personal and operational data across all activities.



Information Security Governance

Policies covering data protection, server security, incident response, data deletion, backup and recovery.



Technical & Organizational Measures

Defined controls to prevent, detect, and respond effectively to security threats.

Further Information:

[Product Terms of Use](#) | [Privacy Policy](#) | [Data Processing Addendum](#) | [Security, Backup and Recovery](#)

Ensuring continuous improvement and resilience through ongoing governance.

These safeguards form part of Galooli's broader governance framework, ensuring accountability, transparency, and continuous improvement in digital operations

Ongoing Governance



Continuous Monitoring

Embedded in company-wide practices, including regular risk evaluations, penetration testing, and phishing simulations across IT and development environments.



Annual Improvement Plans

Focused on strengthening cloud infrastructure, IT systems, and development processes.



Multi-Layer Protection

Covering unit security, login authentication, client-server communication, and overall system architecture (see next page).

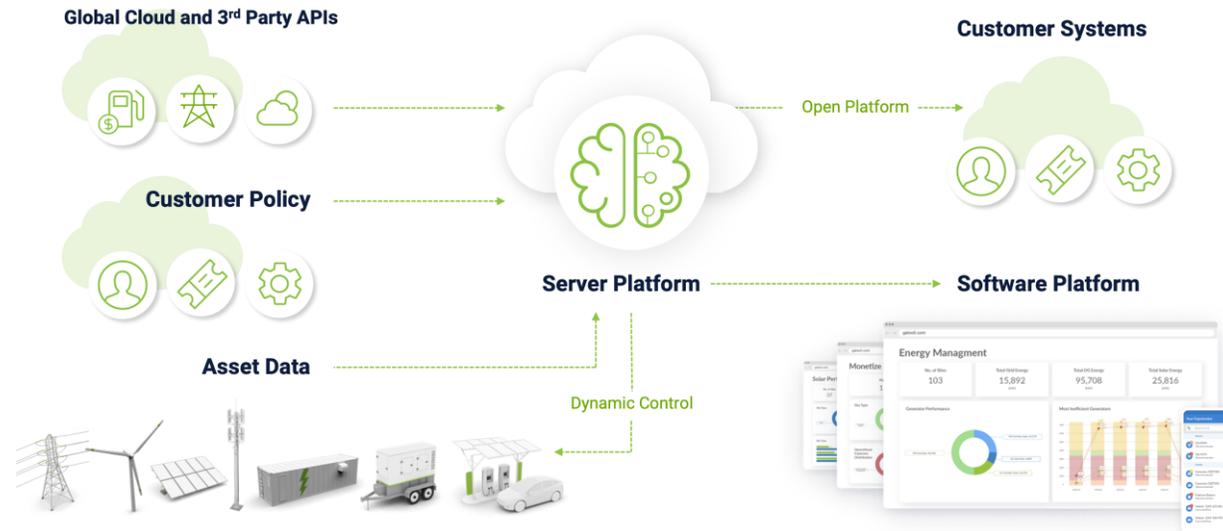
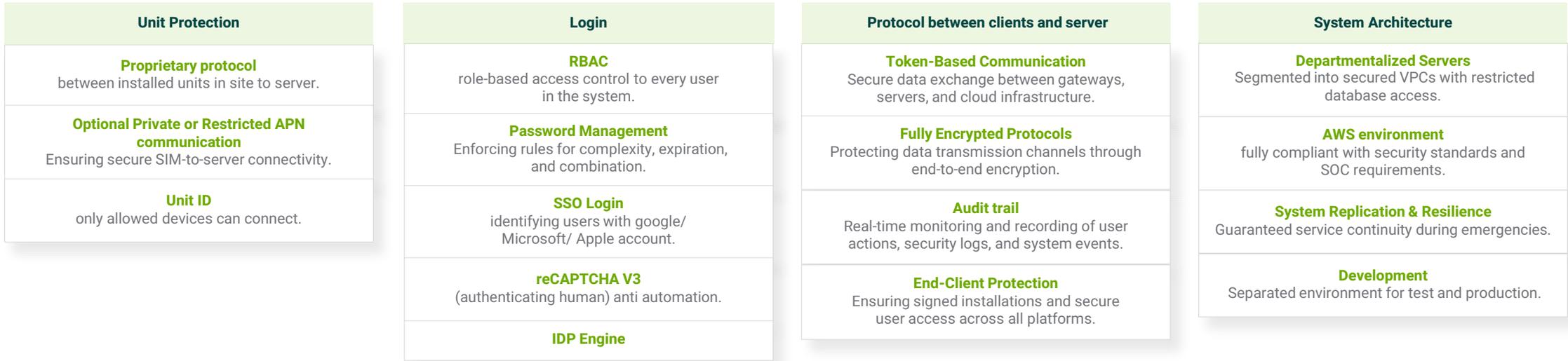


System Availability

Galooli operates under a strict [SLA Policy](#) and is committed to maintaining 99.9% system uptime, ensuring continuous access to its platform and services with minimal disruption.

Through this structured approach, Galooli ensures its technology remains secure, compliant, and dependable – protecting customer data while advancing responsible and sustainable digital innovation.

Galooli's multi-layered security architecture protects every stage of system interaction - from unit access to cloud communication



4. **Social Responsibility**

The secret to Galooli's strength lies in its people. Without their dedication, expertise, and drive, we could not have reached the technological and operational milestones that define us today. It is our people who design and deliver our original, cutting-edge technology, provide exceptional 24/7 service, and consistently meet demanding SLAs with professionalism and pride.

Since its inception, Galooli has cultivated an inclusive and supportive culture that gives every employee – wherever they are – a sense of belonging and shared purpose rooted in our [Vision](#) and [Core Values](#). We are a people-centric company that strives for excellence while prioritizing well-being, safety, and professional growth. Guided by our [Human Resources and Workplace Policies](#), we provide the tools, training, and environment our employees need to thrive as individuals, professionals, and team members.



With offices in multiple countries, Galooli is a truly international community – a cultural and linguistic mosaic of professionals spanning R&D, operations, field services, and corporate functions. This diversity broadens our perspective and reinforces our shared commitment to collaboration and excellence.

We invest significant effort and resources in strengthening that culture, fostering a positive, safe, and engaging work environment built on respect, care, and teamwork – one that grows with our people and reflects the integrity and passion that define Galooli.

All Galooli employees are expected to uphold the company's values and Code of Conduct, and to comply with all relevant policies, procedures, and regulatory requirements. They are expected to integrate quality, environmental, information security, and ethical principles into their daily work – reflecting full engagement with Galooli's culture of integrity, responsibility, and sustainability.

At Galooli, gender equality and inclusion are ongoing journeys shaped by awareness, daily action, and shared responsibility. We believe that progress grows through transparency, consistency, and open dialogue. We are proud of what has been achieved so far – yet each step deepens our understanding and strengthens our commitment to creating an equitable and inclusive workplace where everyone can thrive.

Policies & Framework

Guided by Galooli’s core ethical and human rights policies, Galooli and its partners uphold principles of non-discrimination, inclusion, and respect – ensuring fair treatment and equal opportunity across all regions where we operate.

Leadership across Galooli plays an active role in shaping a workplace where equality is not only a policy but a shared responsibility. Managers are encouraged to model inclusive behavior, remove barriers to advancement, and ensure that recruitment and promotion processes remain fair, transparent, and free of bias. This collective effort helps strengthen a culture where every employee is valued and empowered to contribute. These principles guide daily decisions across all regions and functions, helping translate policy into everyday practice

Galooli supports employees through parenthood and family life across all its subsidiaries, ensuring that every parent has the flexibility and support needed to thrive at work, and at home.



On International Day of Families, we’re proud to reaffirm our commitment to a supportive work culture, flexible hybrid options, and wellness programs that help our team thrive, both at work and at home.

Sponsor for Gender Diversity and Inclusion:



“Promoting social and cultural diversity is, for me, a guiding principle in shaping Galooli’s workforce. As a globally active company, our cultural diversity is one of our strongest and most defining traits.

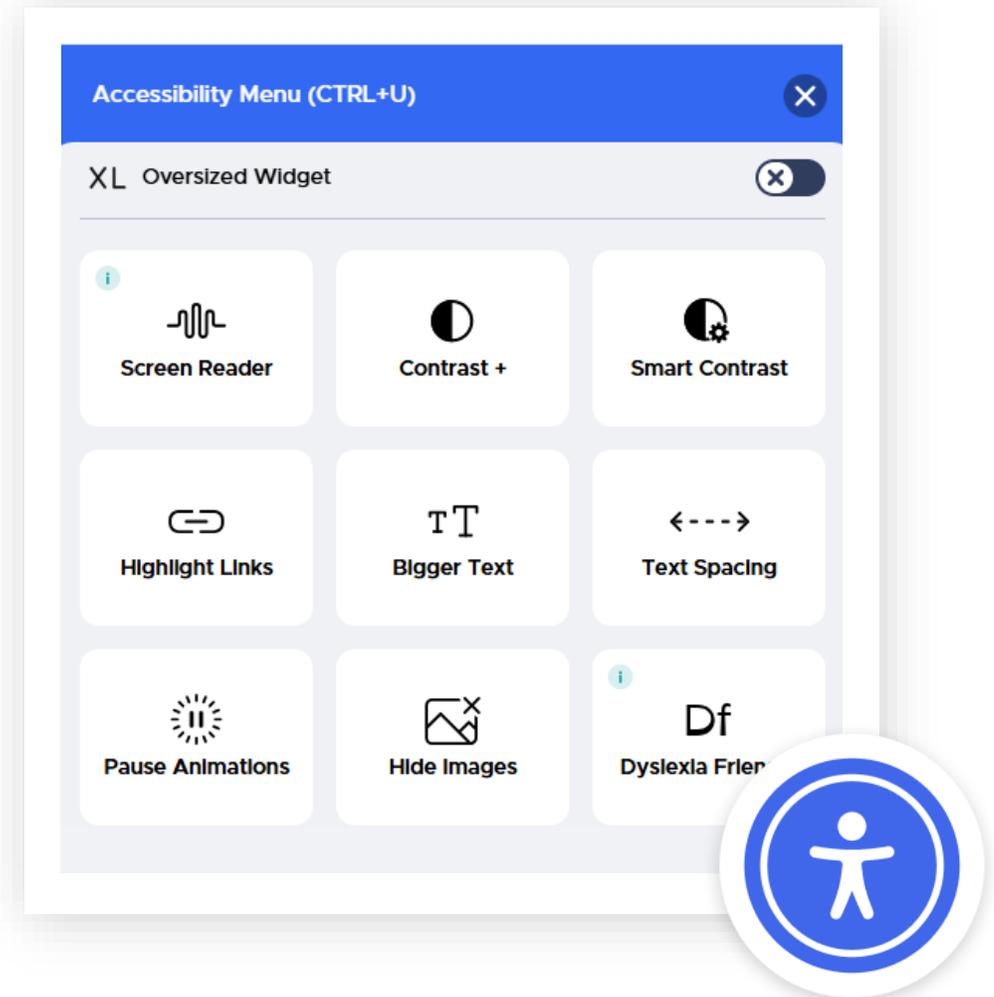
Every time we open the door to a new voice, we gain a new perspective that makes Galooli stronger, more innovative, and more connected to the world we serve.”

Vika Agranonik, HR Manager

As part of Galooli's commitment to equity, inclusion, and broader ESG principles, an Accessibility Menu has been integrated into our web-based platform, fully aligned with WCAG 2.0 standards.

The menu supports users with diverse visual, cognitive, and attention-related needs, ensuring equal digital access and usability for all.

By embedding accessibility into our digital design, Galooli advances its broader sustainability and governance goals – promoting equal access, fair participation, and user-centered innovation across all solutions.



Pushing Forward

Over the past two years, Galooli has increased the share of women in its global workforce from 19.4% in 2023 to 23% in 2024, and representation in top management from 10% to 15%. Our Board of Directors is 25% female, reflecting Galooli's commitment to diverse and inclusive leadership. While there is still more work ahead, these milestones reflect the growing visibility and influence of women across the company.

Looking ahead, Galooli aims to expand mentorship opportunities and strengthen collaboration among women across its regions and departments – ensuring that equality remains an active, ongoing practice.

Subsidiary	% Women Workforce	% Women in Management
Israel	31%	11%
Nigeria	3%	NA
Uganda	37%	40%
Kenya	19%	33%
US	50%	NA
Total Galooli Group	23%	18%

Actions & Initiatives

As part of *Israeli Girls' Week* by [Shavot](#), women from Galooli HQ shared their career stories with high-school students, encouraging young girls to explore opportunities in technology, leadership, and innovation. Moments like these remind us how visibility and representation can spark inspiration and open new possibilities.

We also celebrate Women's Day each year, recognizing women's contributions across the organization and reaffirming our commitment to equality in recruitment, advancement, and everyday culture.





At Galooli, inclusion is embedded in how we operate — shaping our culture, decisions, and growth. With a multicultural workforce spanning Israel, Africa, Europe, and the United States, we take pride in bringing together professionals from diverse backgrounds, nationalities, and perspectives.

Our commitment to diversity is firmly grounded in our [Code of Conduct](#) and [Handbook](#), which outline clear principles of fairness, respect, and equality. These frameworks ensure that every individual is treated with dignity and offered equal opportunity to grow and succeed — regardless of race, gender, nationality, religion, or background.

Our practices align with international human rights conventions and labor principles, including those of the UN Global Compact. Recruitment and career development processes are transparent, equitable, and merit-based, ensuring that employment decisions are guided solely by talent, performance, and potential.

Inclusion at Galooli goes beyond policy — it's reflected in daily collaboration, cultural awareness, and open dialogue that make everyone feel valued and empowered.

At Galooli, physical wellbeing is more than safety - it's about creating an environment that supports every employee's ability to work with confidence and care. Whether at headquarters or in the field, we work to ensure that every employee operates in a secure, comfortable, and well-maintained environment. Our approach combines proactive risk management, regular training, and continuous improvement. We strengthen physical wellbeing through key initiatives:

Health and Safety Policy: Comprehensive procedures that guide daily work practices, mitigate risks, and ensure safe operations across all locations.

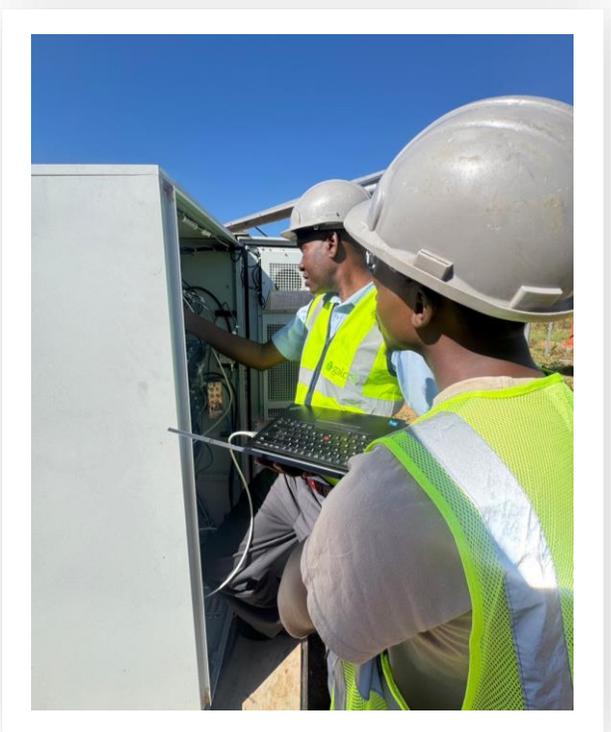
maintenance and inspections: Regular checks of electrical systems, water sprinklers, alarms, and radiation levels ensure facilities meet safety standards.

Emergency readiness: Our Emergency Response Team conducts annual fire drills and first-aid training in coordination with site management and local authorities.

Ergonomic standards: Office and field guidelines promote proper posture, reduce strain, and support long-term health.

Incident reporting and follow-up: All safety events are documented and reviewed to identify root causes and implement preventive actions. In 2024, Galooli Kenya reported five minor workplace injuries, accounting for 30 lost workdays. All incidents were minor in nature, addressed swiftly, and resulted in full recovery. No other occupational incidents were recorded across Galooli's subsidiaries or headquarters.

Ongoing risk assessment: Safety risks are reviewed throughout the year as part of our corporate risk-management process, ensuring that potential hazards are addressed promptly.



Together, these measures create a work environment where every Galoolian can perform confidently, safely, and effectively - wherever they are.

As a people-centric company, our employees' wellbeing is at the heart of who we are. It's deeply woven into our policies, procedures, and everyday operations. We view wellbeing not as a benefit but as a shared responsibility - one that ensures every person feels supported, motivated, and part of a caring community.

We strive to create a workplace that is pleasant, safe, and inclusive – where individuals, teams, and the entire organization can thrive. Our social and cultural diversity enriches this effort, reminding us that wellbeing has many dimensions. We aim to meet diverse needs with empathy, flexibility, and respect, while fostering a strong sense of belonging across all locations. Galooli upholds a zero-tolerance policy for all forms of harassment, including sexual harassment. No incidents or complaints of sexual harassment were reported during the 2024 reporting year.

Galooli's approach rests on three interconnected pillars – physical, mental, and social wellbeing - which together form the foundation of a healthy, balanced, and unified company culture.

Subsidiary	Average Workday (hours)
Israel	8.8
Nigeria	7.4
Uganda	10.6
Kenya	9.2
US	6.9
Total Galooli Group	9

Physical

We are committed to maintaining a safe and healthy work environment – in the office and in the field alike. This includes careful attention to ergonomics, noise, weather conditions, and overall site safety. Our practices align with occupational health and safety standards, ensuring that every employee can work with confidence and comfort, wherever they are.

Mental

We promote a healthy work–life balance and recognize that each employee's circumstances are unique. Through open communication, flexibility, and supportive management, we help employees manage workloads, develop professionally, and maintain personal wellbeing. Our goal is to ensure every person feels seen, valued, and heard.

Team & Belonging

Belonging is a cornerstone of wellbeing. Galooli fosters interpersonal connections and a shared sense of purpose through transparent communication, teamwork, and mutual support. Regular team gatherings, cross-department initiatives, and company-wide meetings strengthen collaboration and build a culture where everyone feels part of something greater.

As a global company with teams across continents, cultures, and time zones, we see diversity as a source of strength. We intentionally nurture one united community built on trust, respect, and shared purpose – where collaboration flows naturally, and every employee feels connected to the whole. We foster this sense of belonging through a variety of global and local initiatives:

Unified culture and communication: A common corporate language, shared policies, and regular cross-regional collaboration keep all Galoolians aligned under one mission.

Open communication: Bi-weekly HQ meetings where employees share ideas or personal stories, regular team meetings that promote transparency, periodic one-on-one meetings with personal managers, and an open-door policy encouraging direct dialogue with the CEO and management.

Annual kickoff events: Company-wide gatherings that unite all employees to celebrate milestones, reflect on the past year, and set goals for the year ahead.

Team spirit and celebration: Local teams enjoy team-building days, outdoor activities, and shared meals to celebrate personal and professional achievements.

Shared Experiences: Annual company trips - such as the 2024 two-day retreat in Israel's Negev Desert - strengthen teamwork, connection, and a shared sense of purpose. Additional initiatives like Kids' Day at the office and volunteer activities further bring colleagues and families together.





Learning is part of our DNA. As our technology evolves – with at least six major version releases every year - we evolve with it. Growth at Galooli is powered by knowledge, collaboration, and curiosity.

Our Approach

Galooli invests heavily in continuous training to ensure that every employee masters our solutions, understands customer needs, and contributes to innovation and efficiency across the organization.

Learning is not optional - it's part of how we work, grow, and deliver value. We track annual employee training completion through ongoing engagement and feedback processes.

Platforms & Programs

Galooli Academy – Our internal learning hub connecting employees across all subsidiaries through global training sessions led by in-house experts.

Professional Workshops – In 2024, HQ held a three-day Product-led workshop focused on deepening product knowledge and practical applications.

Managerial Development – Managers participate in dedicated leadership and professional growth training.



Release Notes Meetings & Exams – At least six times a year, Galoolians engage in learning sessions that introduce new features, sustainability tools, and platform enhancements.

Customer Webinars & Training – We offer both pre-made and customized sessions for each customer, ensuring smooth onboarding and continuous support for every implementation.

New Employee Onboarding – A structured mentoring process helps new hires integrate socially and professionally.

External Learning – Employees have access to approved online courses for personal and professional development.

2024 Highlights

- 6 Global Release Notes meetings and exams
- 3 Galooli Academy sessions
- 6 Features, Values & Sales trainings
- 100% employee participation in mandatory product and ESG training.
- 2 Support trainings
- 2 internal knowledge assessments
- 3-day Product Team workshop at HQ
- Quarterly customer webinars (pre-made & customized)
- Average of 5.6 training hours per employee on product updates and version releases.
- ≈ 1,000 total internal training hours.

Galooli believes that business success carries a responsibility to give back - to our communities, our environment, and to the next generation. Our social engagement reflects our Core Values of inclusion, equity, and sustainability. Through long-term partnerships, donations, and hands-on volunteering, we create meaningful, lasting impact across the regions where we operate.



Education & Opportunity – Partnership with [Atidim](#)

Galooli proudly supports *Atidim in Industry*, an initiative empowering talented young people from underrepresented and geographically remote communities to pursue higher education and careers in technology and engineering. Through annual scholarships and mentorship, we help bridge social and geographic gaps while nurturing Israel's next generation of innovators.

Diversity in Action

In partnership with [Unistream](#), Galooli hosts Bedouin youth at its headquarters, introducing them to entrepreneurship, innovation, and sustainability. These sessions inspire participants to envision futures in technology and demonstrate how inclusive leadership drives real social change.

Inclusion & Accessibility – Support for [ALYN Beit Noam](#)

Galooli contributes to [ALYN Beit Noam](#), an organization advancing rehabilitation, accessibility, and inclusion for people with disabilities. This collaboration reflects our belief in equal opportunity and in supporting initiatives that promote dignity, independence, and long-term inclusion.





Photo courtesy to [Vanguard Nigeria](#)

Global Engagement

Galooli's regional teams support local communities through initiatives that promote inclusion, care, and development. By partnering with organizations that help vulnerable groups, we strengthen social ties and contribute to lasting positive impact.

Galooli Uganda – Employees visited *Sanyu Babies Home* in Kampala, providing food, helping prepare meals, and assisting with daily care activities. This first community outreach reflected Galooli Uganda's commitment to local wellbeing.

Galooli Nigeria – The team visited *Little Saints Orphanage* in Lagos, donating food and essential supplies to support children in need. The initiative reinforced our belief that business success carries a responsibility to give back.

Employee Engagement – Shared Purpose and Volunteerism

Galooli employees regularly take part in hands-on initiatives that strengthen community ties and promote sustainability. From supporting local farmers during harvest seasons to building and restoring outdoor furniture for public spaces, our people lead by example, turning shared purpose into tangible impact across the regions where we live and work. More than 95% of HQ employees have participated in volunteer activities over the past year, reflecting a strong culture of engagement and shared responsibility.



Environmental Impact – Donations to [EcoOcean](#)

Our ongoing support of *EcoOcean* promotes marine conservation, environmental education, and sustainable coastal development in Israel. This partnership aligns with Galooli's broader environmental vision – combining innovation and responsibility to protect natural resources for future generations.



In 2022, Galooli launched its **Tree Planting Challenge**, reinforcing our commitment to sustainability and environmental stewardship.

In 2024, our teams in Uganda proudly continued this tradition by planting trees. This initiative reflects Galooli's broader approach to sustainability: giving back to society, engaging employees, promoting work-life balance, and generating measurable environmental impact.

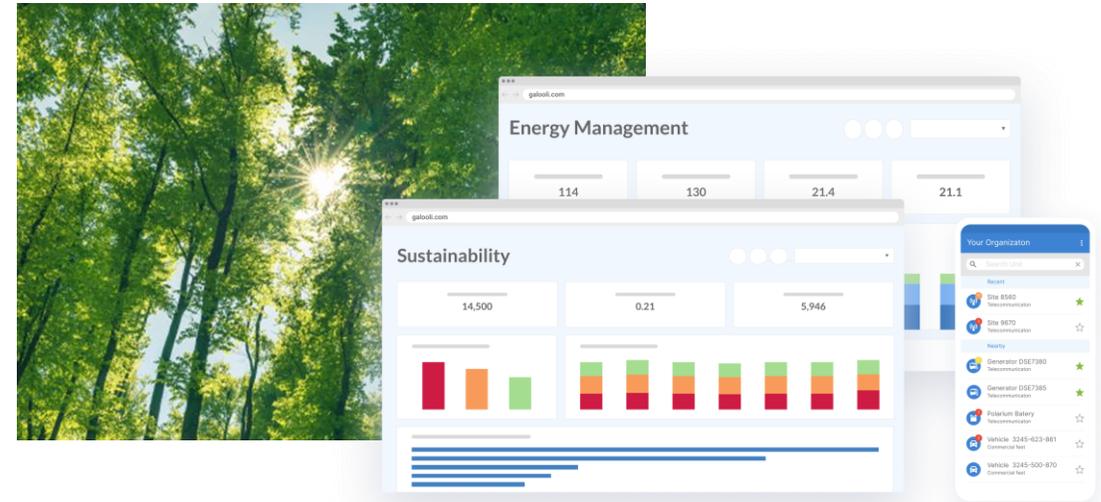
5. Environmental Responsibility

Environmental responsibility is woven into our business strategy and governance, guided by international standards such as ISO 14001 (environmental management) and ISO 9001 (quality management).

Our technology solutions enable customers to monitor and optimize energy use across distributed infrastructure, helping them reduce their carbon footprint, cut fuel waste, and increase the use of renewable energy sources. By making sustainability measurable and actionable, we transform data into real environmental results.

Internally, we continuously work to minimize our own operational footprint through ongoing improvement and adherence to rigorous environmental policies. This risk-based approach is guided by programs and procedures – including our Environmental Policy, Risk Management Procedure, and Emergency Response Plan – that help prevent pollution, and conserve resources across all subsidiaries and regions.

Environmental management at Galooli is championed at the highest levels of the company. It is led by our Chief Partnership Officer (CPO) and Environment & Sustainability Manager, with strategic guidance from dedicated Risk and SHEQ committees and oversight by the Board of Directors. Each year, we set clear, measurable environmental objectives and review our progress as part of an annual management review cycle.



Performance indicators focus on several key areas:

- **Energy efficiency and fuel savings**
- **Waste reduction and resource conservation**
- **Supplier engagement in sustainable practices**
- **Carbon emission reductions**

These metrics align with Galooli's broader sustainability strategy and long-term climate goals. Through this structured and transparent approach, we translate environmental policy into performance – driving innovation, operational excellence, and sustainable impact across our operations and value chain.

We believe that meaningful change begins with measurement. We systematically track our carbon footprint across all operations and subsidiaries using internationally recognized methodologies and emission factors. This process gives us a clear and consistent picture of our environmental impact and helps identify opportunities to reduce emissions throughout our value chain.

Environmental and ESG data are compiled under Galooli's ISO 14001 Environmental Management System, using the **operational control approach**. Emissions data include **Scopes 1, 2, and 3**, as relevant, and cover all regions where Galooli operates or holds direct responsibility.

How We Measure

We combine primary activity data with internationally recognized emission factors, aligned with the **GHG Protocol**, applying a **location-based method** that reflects the mix of purchased energy sources. Market-based data tied to specific providers are not yet consistently available, but we aim to expand this coverage in future reporting cycles. Emissions factors are reviewed and updated annually to ensure accuracy and alignment with the latest available data.

Scope 1 – Direct emissions from vehicles and equipment, measured using DEFRA emission factors. Refrigerant-related emissions – arising from air-conditioning and refrigeration systems – are not yet separately measured at HQ, as data on gas types and refill quantities are still being collected. This limits the precision of Scope 1 reporting.

Scope 2 – Indirect emissions from purchased electricity, based on Carbon Footprint Ltd and Israeli Environmental Protection Agency data.

Scope 3 – Value chain emissions, including:

1. 3.1 Purchased goods and services
2. 3.2 Capital goods
3. 3.3 Fuel- and energy-related activities
4. 3.6 Business travel

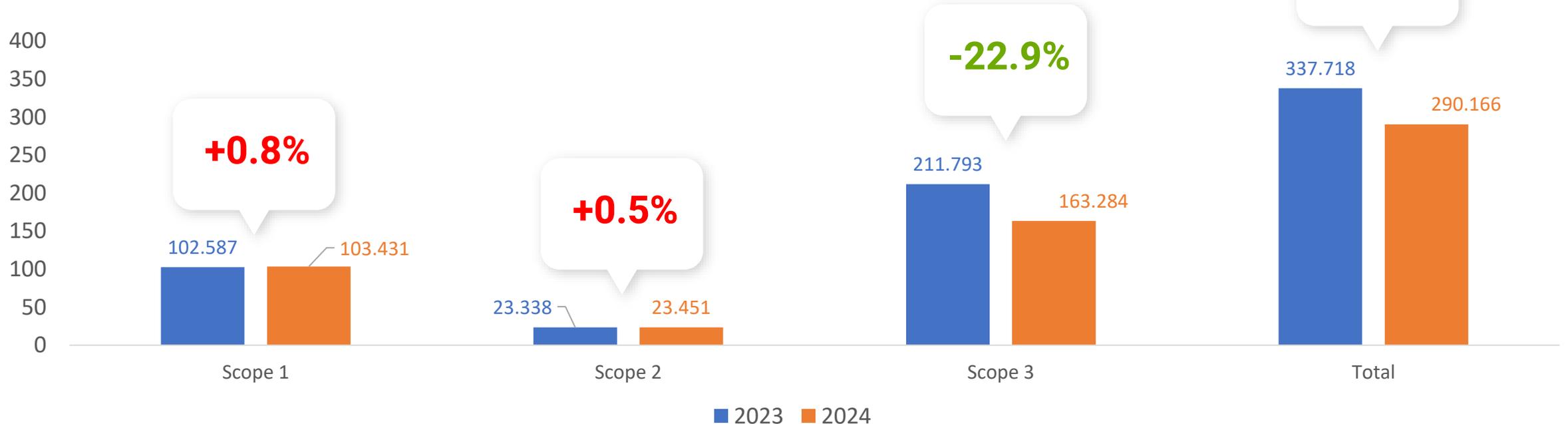
Measuring additional Scope 3 categories remains challenging due to supply-chain data gaps and differing regional practices. We recognize that a comprehensive assessment will require a more rigorous Life Cycle Assessment (LCA), which we plan to implement gradually over future reporting cycles. Beyond measurement, Galooli is already taking proactive steps to reduce emissions, as detailed in our [Climate Transition Plan](#), focusing on operational efficiency, renewable energy integration, and sustainable procurement.

Data Assurance

All data are validated internally and reviewed annually as part of the company's external ISO 9001, ISO 27001, and ISO 14001 audits.

Galooli's 2024 results demonstrate a clear reduction in total emissions, including a notable decrease in Scope 3. This progress reflects responsible practices across multiple areas - from sustainable procurement and energy management to more efficient travel and stronger supplier engagement. A key contributor to the reduction in total emissions, and in Scope 3 in particular, was improved management of business travel (Category 3.6), including optimized flight planning and accommodation practices. With each measurement, we gain deeper insight into our impact - and how to minimize it further.

Total Emissions by Scope – Metric Tons CO₂e

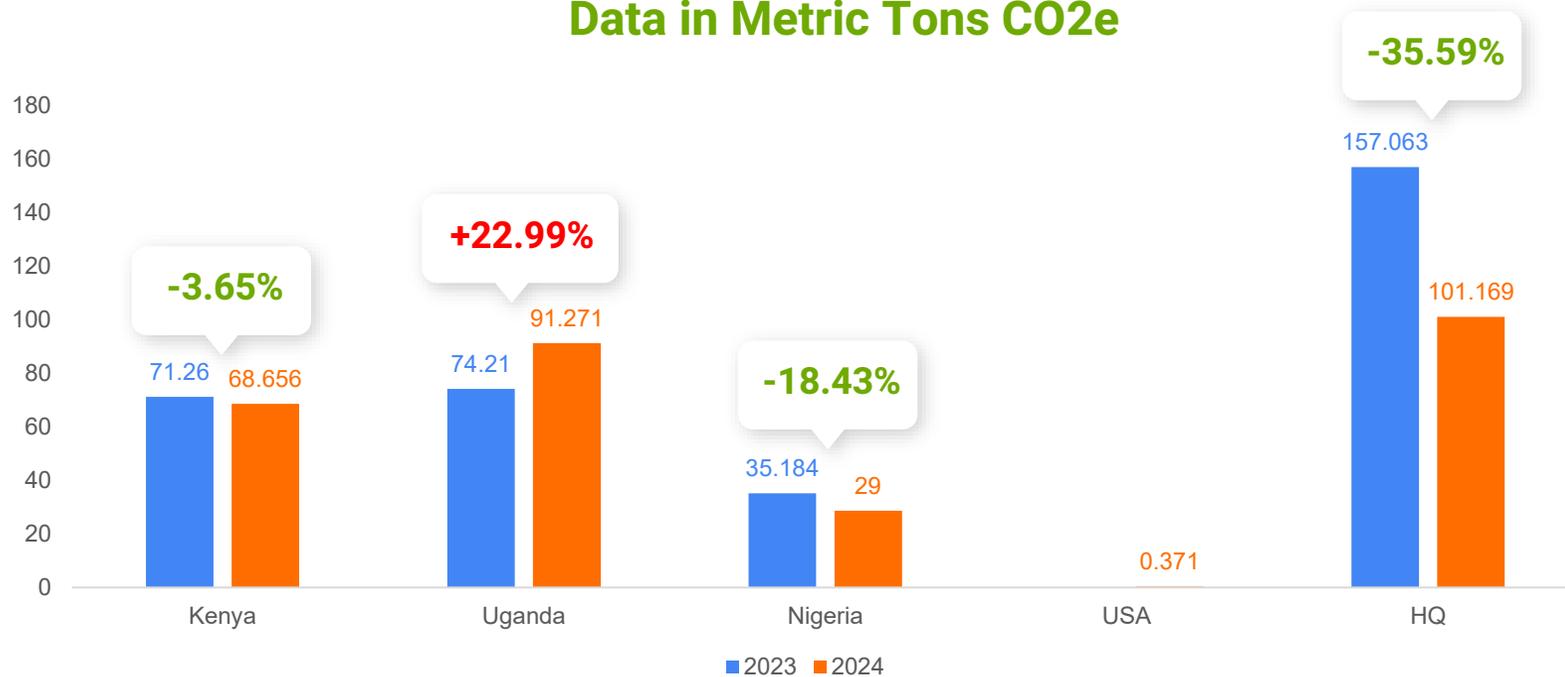


* Previous estimates for 2023 emissions differ slightly from current figures due to refinements in measurement methodology and the application of more detailed emission factors.

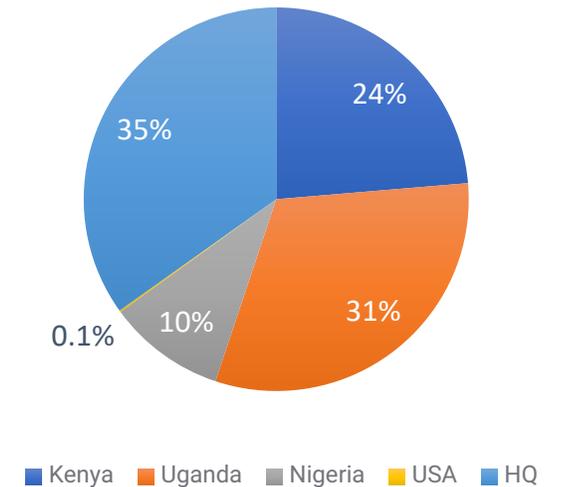
The HQ accounts for approximately 35% of Galooli’s total annual emissions, with 77% of these emissions originating from Business Travel (Scope 3, Category 3.6). Notably, emissions under Category 3.6 decreased by approximately 40% in 2024 – from 131.519 tCO₂e in 2023 to 78.765 tCO₂e.

The ~23% increase in Uganda’s 2024 emissions is primarily the result of the expansion of the local vehicle fleet, reported under Scope 3, Category 3.2 (Capital Goods). Emissions across all other categories remained relatively stable between 2023 and 2024.

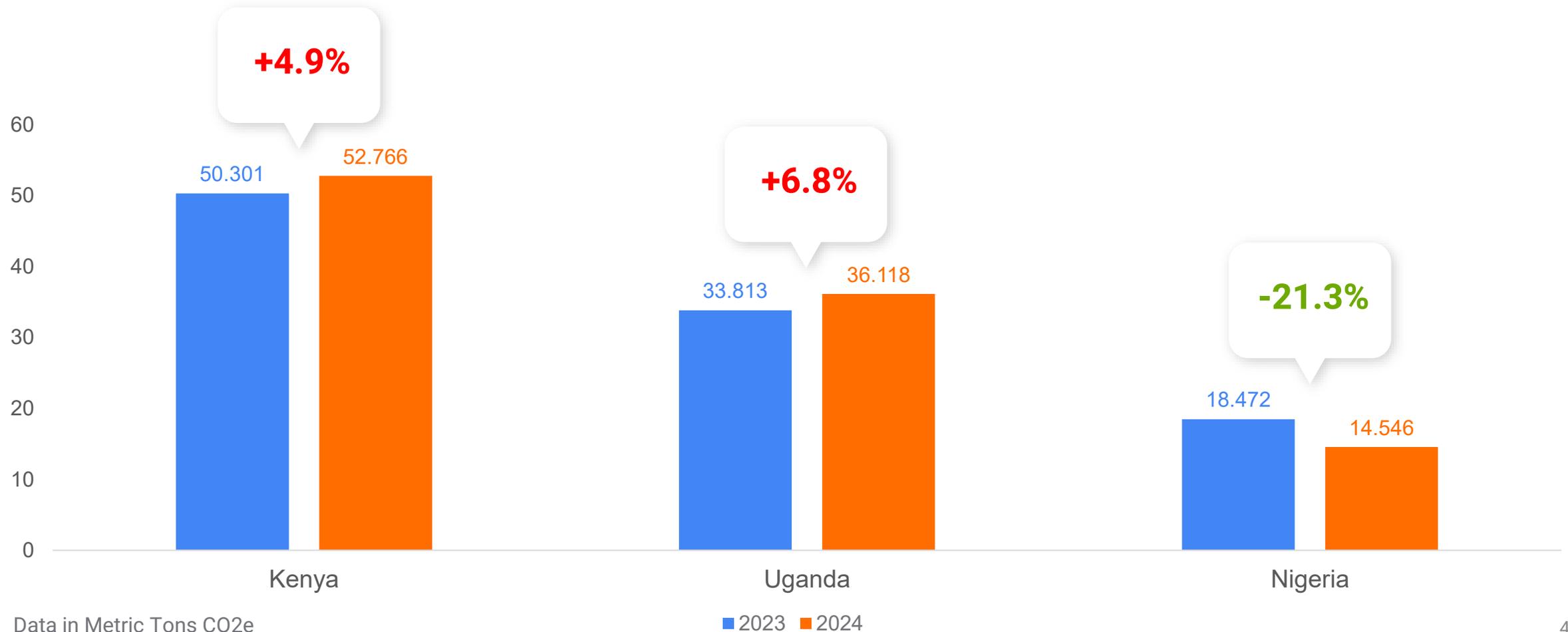
Data in Metric Tons CO₂e



2024 Emissions by %

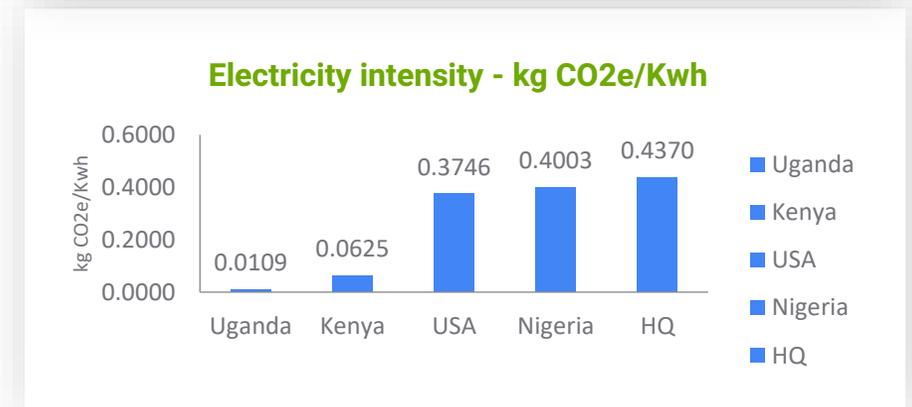
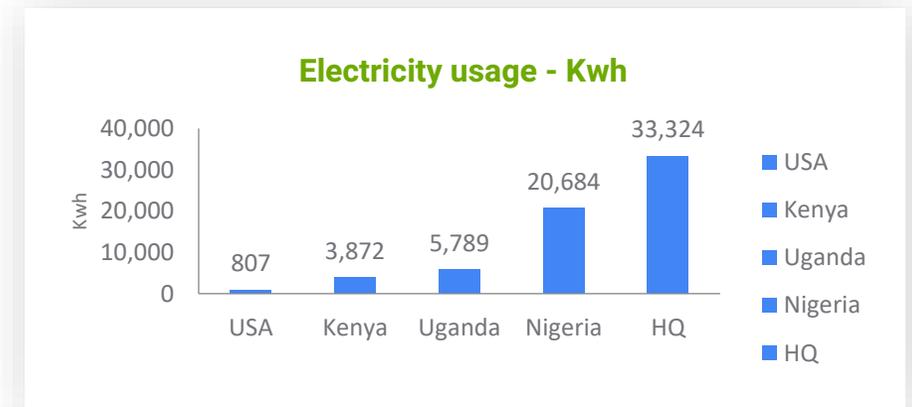
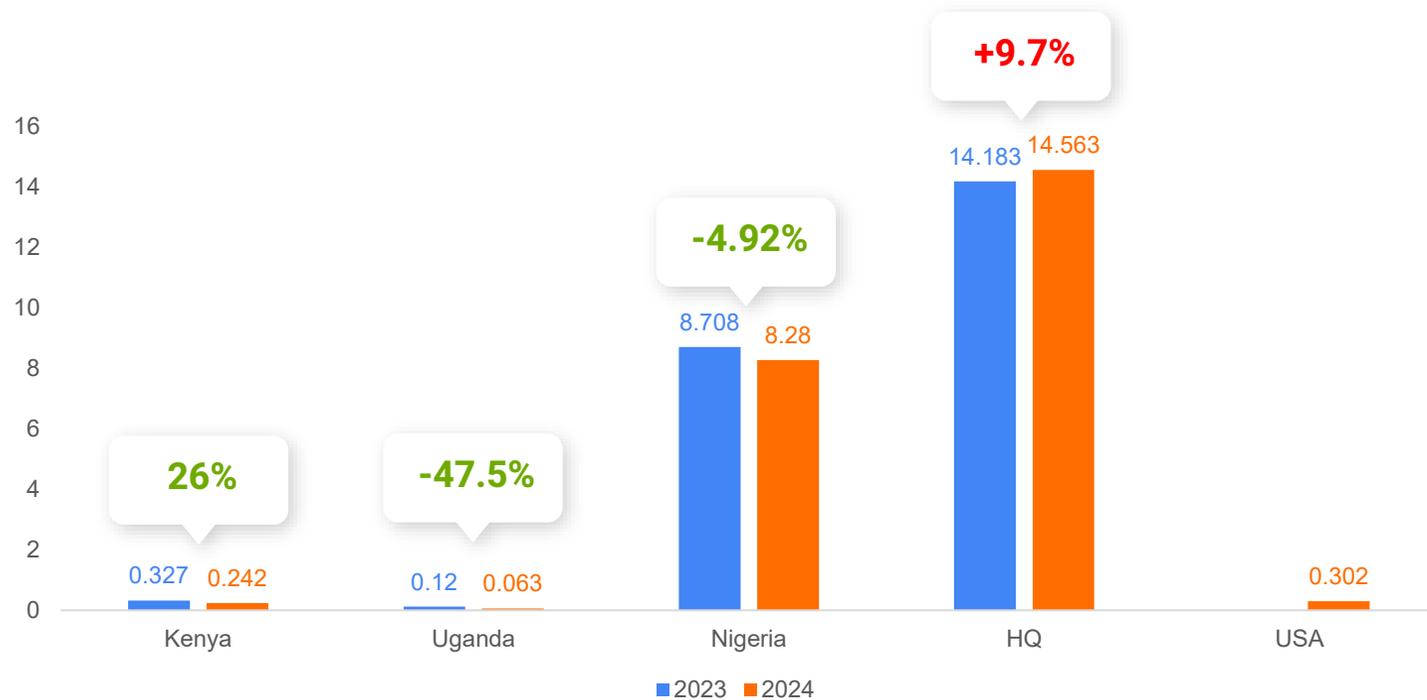


Scope 1 includes direct emissions from vehicles and equipment operated primarily by Galooli field technicians during installation and service activities. Therefore, Galooli HQ and the USA – which focus on back-office, Product, and R&D functions – are not included in this category. Fleet mileage varies based on operational needs such as customer demand, travel distances, and site distribution. The fluctuations in Scope 1 emissions – including the decrease in Nigeria – occurred despite increased overall activity levels.

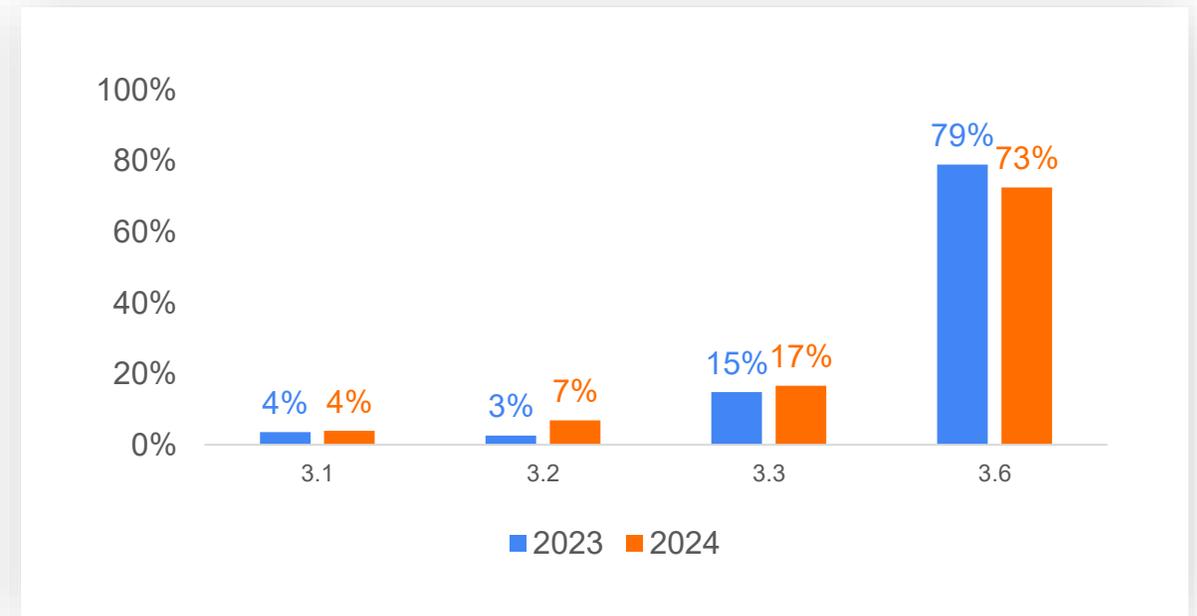
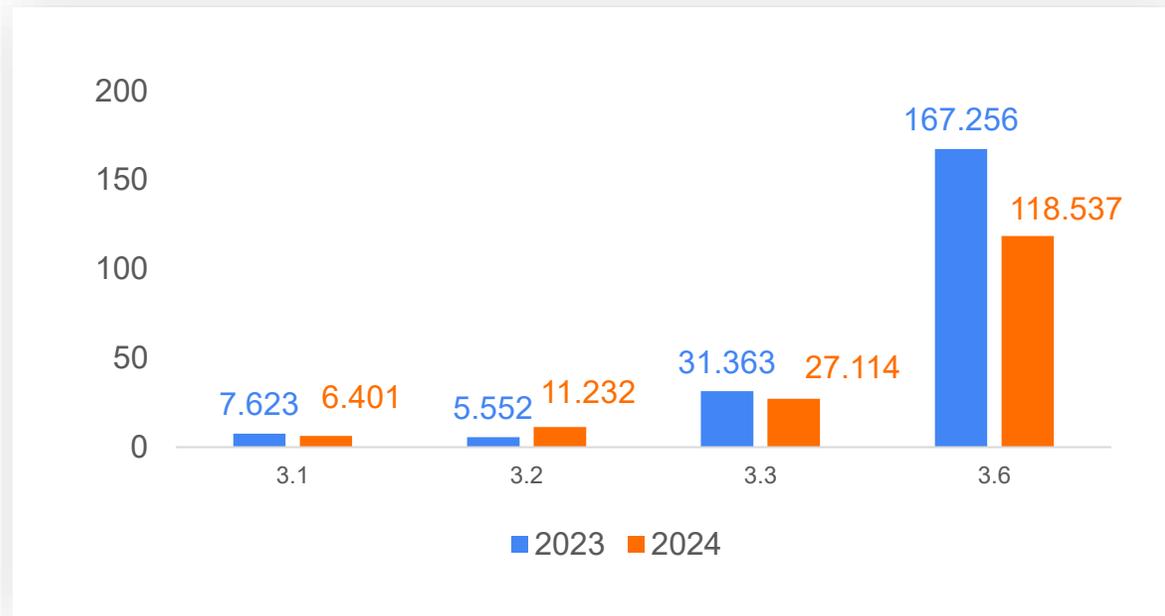


Scope 2 includes indirect emissions from electricity consumed across Galooli offices and facilities. These emissions reflect variations in local energy mixes, operational activity, and the efficiency of regional infrastructure. While Scope 2 represents a relatively small share of Galooli's total footprint (8.08% in 2024), it remains a key area of focus as we continue adopting energy-efficient practices and reducing grid-dependent consumption wherever possible.

Breakdown by Subsidiary



Scope 3 remains Galooli’s largest emissions source (approximately 56%), driven primarily by Business Travel (Category 3.6)—which declined significantly in 2024 due to improved travel management—and by Fuel- and Energy-Related Activities (Category 3.3). Capital Goods (Category 3.2) slightly increased, mainly as a result of the expansion of the vehicle fleet in Uganda. These trends reflect shifts in operational needs and investment patterns across subsidiaries.



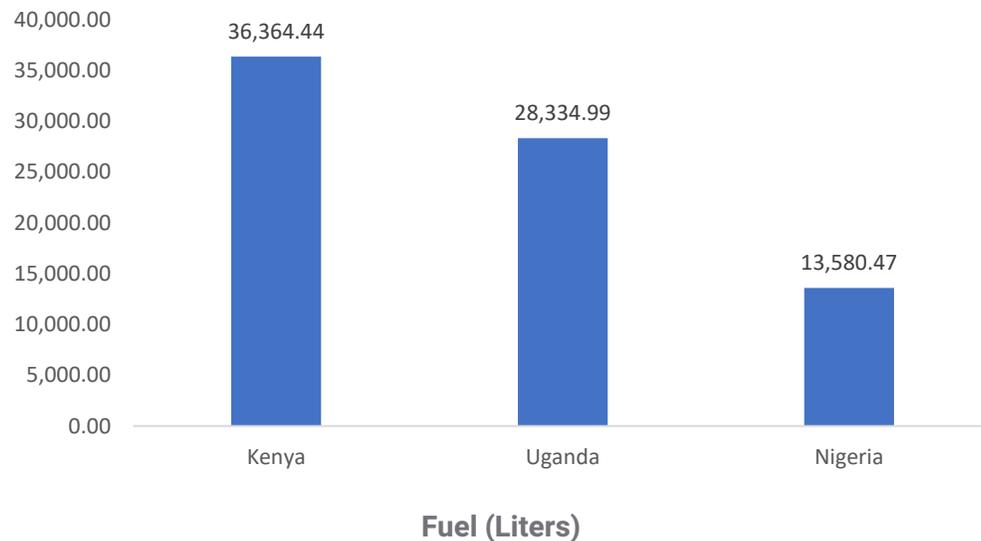
Categories

- 3.1 Purchased goods and services
- 3.2 Capital goods
- 3.3 Fuel- and energy-related activities
- 3.6 Business travel

Data in Metric Tons CO2e (absolute values and percentage contribution)

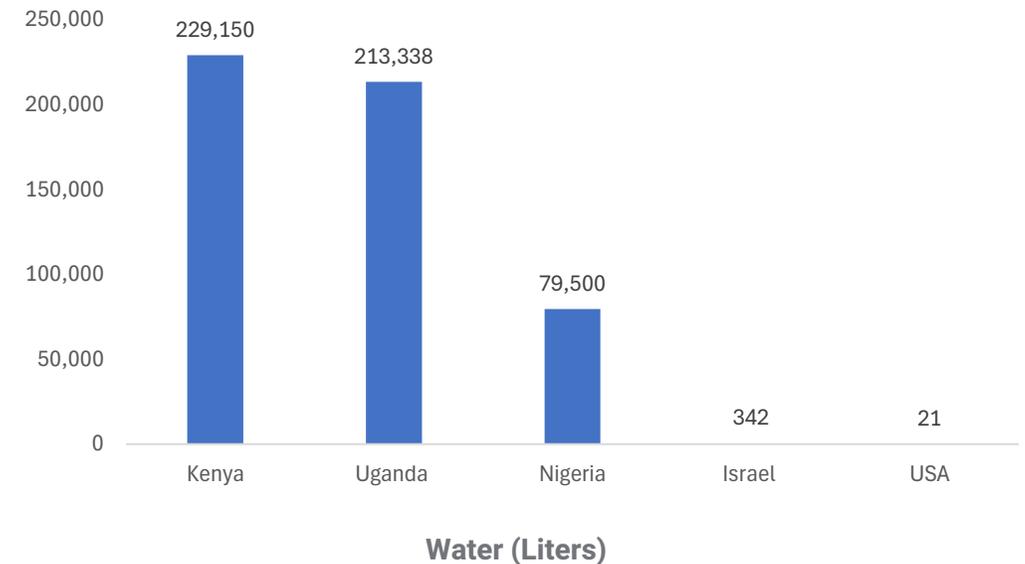
Fuel Consumption

Fuel consumption at Galooli is driven primarily by company-operated vehicles used for installations, on-site service, and technical support. These activities are performed mainly by subsidiaries with field operations; therefore, locations focused on back-office, Product, or R&D functions (such as HQ and the USA) are not represented in this category. Emissions from fuel combustion are reported under Scope 1 (Direct Emissions), while upstream emissions from fuel production and supply are captured under Scope 3 – Category 3.3 (Fuel- and Energy-Related Activities). Variations between subsidiaries reflect differences in operational scale, fleet size, and travel requirements.



Water Consumption

Water use at Galooli is limited to routine office activities and is not associated with any production processes. Employees are encouraged to conserve water as part of mandatory sustainability awareness training. Water consumption is also monitored through our environmental risk-assessment process, which evaluates resource use and identifies opportunities for ongoing reduction.



Galooli's Path to Net Zero reflects our commitment to minimizing operational emissions, expanding renewable integration, and empowering customers to decarbonize. Launched in late 2024, our first [Climate Transition Plan](#) serves a roadmap toward Net Zero by 2040, integrating governance, innovation, and financial planning across our operations and value chain.

Our Four-Pillar Strategy

1. **Operational Efficiency:** Reducing fuel use and generator hours through data-driven energy management.
2. **Renewable Integration:** Expanding solar and hybrid energy across operations, assets, and solutions.
3. **Sustainable Procurement:** Partnering with ISO 14001-certified suppliers who uphold our environmental standards.
4. **Customer Empowerment:** Providing tools that enable clients to measure, manage, and reduce emissions.

Time-Bound Environmental Goals

Achieved and Maintained

- 2025** – 85% of key suppliers ISO 14001 certified
- 2025** – 50% of customers adopt Galooli's sustainability tools
- 2027** – 20% reduction in generator hours for selected telecom providers.



Under Way

- 2026** – ≥50% of new vehicles hybrid/electric
- 2035** – 15% reduction in Scope 1 emissions intensity
- 2039** – 100% of Galooli's fleet hybrid/electric
- 2040** – Net Zero



Embedding responsibility and transparency across our procurement ecosystem

Galooli integrates environmental, social, and ethical responsibility into its global supply chain. As a hardware-agnostic company operating across dozens of countries, we manage a diverse network of suppliers, logistics partners, and field installations supporting various gateways, sensors, and connected devices. The Operations Division – responsible for procurement, logistics, and shipments – embeds sustainability and social considerations into every stage of supplier engagement, ensuring that environmental responsibility and quality guide our entire value chain.

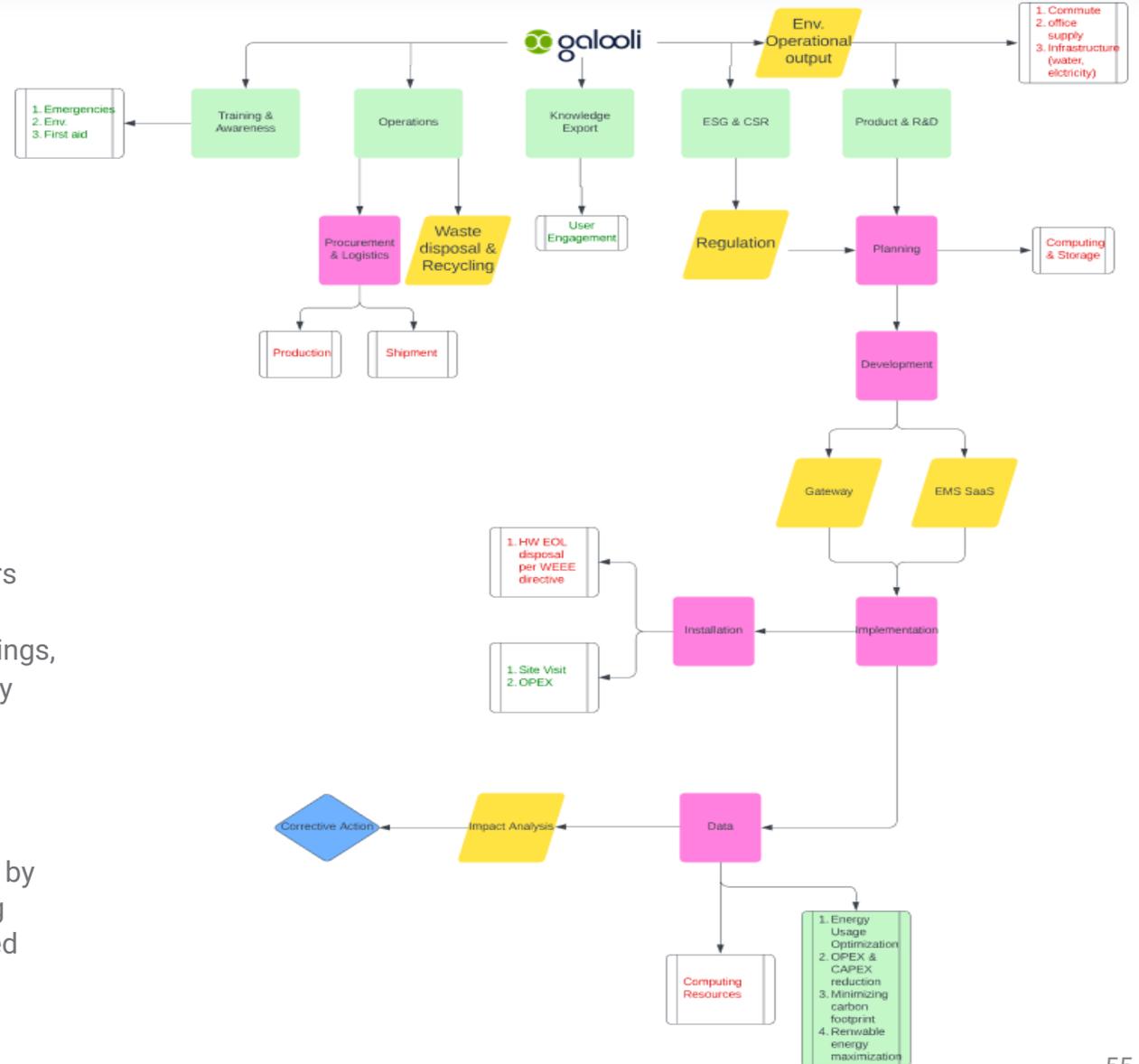


- **Suppliers Code of Conduct** – Defines ethical, social, and environmental expectations for all suppliers and partners.
- **Sustainable Procurement Policy** – Ensures purchasing decisions align with environmental goals and lifecycle impact.
- **Materiality Assessment** – Identifies and manages environmental risks and opportunities within procurement and supplier operations.
- **Annual Supplier Evaluation** – Measures supplier performance, compliance, and ESG alignment to drive continuous improvement.
- **Sustainability Target** – At least 85% of key suppliers certified under ISO 14001 or equivalent environmental standards.
- **Stock and Logistics Management** – Plans inventory and global storage with attention to environmental efficiency, transport optimization, and adherence to strict SLAs.

Embedding environmental awareness across design, production, and use

Sustainability is embedded throughout Galooli's product lifecycle - shaping decisions from design and material selection to deployment and end-of-life management. Through our Life Cycle Assessment (LCA), we analyze both the positive and negative environmental impacts of our operations, processes, and outputs to identify opportunities for improvement and to guide responsible, data-driven decision-making across the organization.

- Design & Manufacturing** – We seek to select durable, recyclable, and energy-efficient materials wherever possible. Our gateways comply with FCC standards, and suppliers are encouraged to meet CE and equivalent environmental compliance requirements.
- Distribution & Operations** – We work to optimize logistics and international storage under defined SLAs, with attention to shipment frequency and waste generation.
- Usage & Performance** – Our sustainability tools help customers monitor Scope 1 and Scope 2 emissions, track solar energy savings, and improve operational efficiency through data-driven insights and remote management.
- End of Life (EoL)** – Hardware recycling and disposal are guided by [WEEE](#) best practices, encouraging responsible treatment and reduced environmental impact.



Building a culture of responsibility through knowledge and daily action

Sustainability Environmental responsibility at Galooli begins with awareness and shared action. All employees participate in an annual sustainability training designed to deepen understanding of the company's environmental goals, ISO 14001 framework, and each individual's role in achieving them.

The training content aligns with Galooli's internal sustainability policies and management frameworks, ensuring consistency across all subsidiaries and regions.

We promote environmentally responsible habits across our offices:



Recycling bins for bottles, cans, and paper are available in all locations.



Used batteries are collected in dedicated containers.



Electronic waste is stored in designated areas for safe recycling and disposal.



Employees are encouraged to use public transportation whenever feasible and to minimize unnecessary energy consumption.

By promoting awareness and engagement, we seek to foster a culture that integrates sustainability into everyday work

Cleaner Energy, Measurable Change



Over 1M (kCO₂e)
Saved Daily
by Solar Energy



Up to 10%
Emissions Cut Yearly

#EarthDay

At Galooli, **#EarthDay** isn't just a date - it's our mission, every day.

We're proud to help organizations worldwide reduce their environmental impact through smart energy management, real-time insights, and actionable data.

From cutting emissions to optimizing energy use, we empower our users to operate more sustainably—because a greener future starts with smarter decisions today.

This is who we are. This is what we do.

Leading the change:



70% of users have adopted
our **sustainability** tools

[#EnvironmentDay](#)

On World Environment Day, Galooli reaffirms its commitment to sustainability. Our Climate Transition Plan sets clear, measurable goals, and we're proud to say we're on target.

70% of our customers are already using Galooli's sustainability tools, with even more leveraging custom integrations to reduce fossil fuel use and boost solar performance.

We're not stopping here. We'll continue delivering cutting-edge solutions to help our partners cut emissions, increase efficiency, and lead the energy transition.

6. Global Alignment & Our Way Forward

This ESG Report reflects Galooli's determination to excel in everything we do. We understand that excellence is a continuous pursuit. In a complex, global organization like Galooli, progress depends on persistence, coordination, and learning from experience – which is why we constantly review, refine, and improve our work across every level and region.

Improvement is not a milestone – it's a mindset. Through reflection and action, Galooli continues to grow responsibly, deliver with excellence, and lead with purpose.

Our commitment is reflected in:

**Governance
and
Compliance**

**Quality and
Risk
Management**

**Employee
Growth and
Collaboration**

**Customer
Engagement**

**Innovation
and R&D**

**Sustainability
and
Performance**

**Supplier and
Partner
Collaboration**

Learning, evolving, and striving for excellence across all operations.

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Industry: TC-SI (Software & IT Services).

Reporting Boundary: Galooli HQ + subsidiaries in USA, Uganda, Kenya, Nigeria.

Reporting Period: January 1 – December 31, 2024.

Table 1. Sustainability Disclosure Topics & Accounting Metrics

Topic	Accounting Metric	Code	Disclosure
Environmental Footprint of Hardware Infrastructure	1. Total energy consumed 2. Percentage grid electricity 3. Percentage renewable	TC-SI-130a.1	5.8 (Scope 2 and Electricity Data), 5.9 (Fuel and Water). Also see 5.3-7 (Emissions by Scope). <ul style="list-style-type: none"> • Electricity and fuel consumption measured across HQ and subsidiaries. • Location-based energy mix used (no renewables). • Energy intensity per employee or revenue: currently not measured.
	1.Total Water withdrawn 2.Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress.	TC-SI-130a.2	5.9 (Fuel and Water). Water consumed only for routine office use; not associated with production. Tracked via environmental risk-assessment framework.
	Discussion of the integration of environmental considerations into strategic planning for data center needs.	TC-SI-130a.3	5.1 (Environmental Commitment & Management), 5.10 (Advancing Toward Net Zero). Data centers needs not applicable.

Topic	Accounting Metric	Code	Disclosure
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy.	TC-SI-220a.1	3.13 (Information Security and Privacy). Also see 3.3-3.4 and 3.10-3.15. Galooli maintains an ISO 27001-certified Information Security Management System, and applies GDPR-aligned privacy practices across all operations. Controls include, among other things, encryption, backup and recovery procedures, and access-management controls across IT, cloud, product, and development environments
	Number of users whose information is used for secondary purposes.	TC-SI-220a.2	1.3 (Galooli at a Glance). In line with our commitment to data privacy, the company does not use personal data for any secondary or non-operational purposes.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy.	TC-SI-220a.3	No legal proceedings or monetary losses.
	(1) Number of law enforcement requests for user information (2) Number of users whose information was requested (3) Percentage resulting in disclosure	TC-SI-220a.4	<ul style="list-style-type: none"> • 0 law enforcement requests. • 0 user information request. • Not applicable.
	List of countries where core products or services are subject to government required monitoring, blocking, content filtering, or censoring.	TC-SI-220a.5	Relevant data kept by our Legal Department.

Topic	Accounting Metric	Code	Disclosure
Data Security	1) Number of data breaches 2) Percentage that are personal data 3) Breaches, number of users affected	TC-SI-230a.1	3.12 (Risk Management & Resilience). <ul style="list-style-type: none"> • Number of data breaches: 0 • Percentage involving personal data: 0% • Number of users affected: 0
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards.	TC-SI-230a.2	3.12 (Risk Management & Resilience) and 3.13 (Information Security & Privacy). Galooli applies regular penetration tests (application, cloud, infrastructure), AWS hardening, secure development lifecycle controls, ongoing cloud monitoring, and annual improvement plans. Cyber risks are reviewed quarterly by the Risk Committee and SHEQ Committee, aligned with ISO 27001 and GDPR.
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals (2) located offshore (3) require a work visa.	TC-SI-330a.1	Not applicable.
	Employee engagement as a percentage.	TC-SI-330a.2	4.8 (Global Team – Connected by Purpose), and 4.11 (Global & Environmental Engagement). Galooli conducts regular employee engagement activities including bi-weekly HQ meetings, one-on-one manager meetings, and culture events. A formal quantified engagement score is not yet measured.
Employee Diversity and Inclusion	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees.	TC-SI-330a.3	4.1-4.10 (Social Responsibility), especially 4.4 (Empowering Women – Promoting Equal Opportunities) and 4.5 (Embracing Diversity). <ul style="list-style-type: none"> • Women in global workforce: 23% • Women in top management: 18% • Women in Board of Directors: 25% • Turnover for technical roles is not currently measured. • Women in technical roles: Not separately measured.

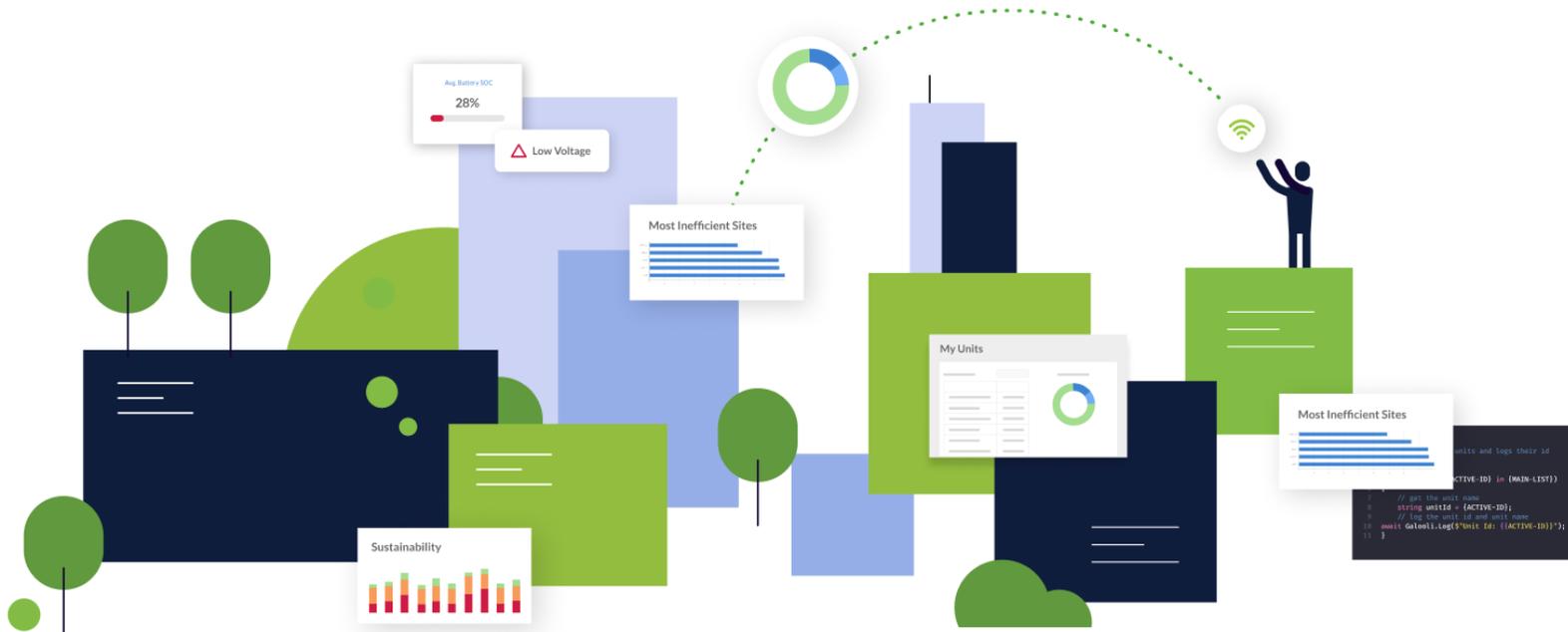
Topic	Accounting Metric	Code	Disclosure
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.	TC-SI-520a.1	No legal proceedings.
Managing Systemic Risks from Technology Disruptions	Number of; (1) Performance issues (2) Service disruptions; (3) Total customer downtime.	TC-SI-550a.1	3.14 (System Availability). Galooli maintains a 99.9% system uptime commitment under its SLA Policy. Performance issues are tracked via internal ticketing, post-incident analysis, and continuous monitoring. No major outages were reported in 2024. Sporadic incidents due to connectivity issues beyond Galooli's control are recorded, analyzed, debriefed and communicated to the customer.
	Discussion of business continuity risks related to disruptions of operations.	TC-SI-550a.2	3.10 (Materiality Assessment) 3.12 (Risk Assessment & Resilience), 3.14 (Digital Responsibility in Practice). Galooli maintains, among other things: <ul style="list-style-type: none"> • Disaster Recovery Plan • Multi-Layer Protection • Continuous monitoring • Annual improvement plans • Annual Business Continuity drills • Quarterly risk reviews (Risk & SHEQ Committees)

Topic	Accounting Metric	Code	Disclosure
Supply Chain	Percentage of suppliers assessed for environmental and social impacts.	CG-AA-430a.1	5.11 (Sustainable Supply Chain) <ul style="list-style-type: none"> • Supplier Code of Conduct applies to all suppliers. • The Annual Supplier Evaluation includes environmental, social, and governance criteria. • Target: 85% of key suppliers ISO 14001 certified by 2025
Hardware	Product Security: Description of approach to identifying and addressing data security risks in products.	TC-HW-230a.1	Not applicable.
	Description of the management of risks associated with the use of critical materials.	TC-HW-440a.1	Not applicable.

Table 2. Activity Metrics

Activity Metric	Code	Disclosure
(1) Number of licenses or subscriptions, (2) Percentage cloud based	TC-SI-000.A	1.3 (Galooli at a Glance). Partial disclosure. The precise number of customers using Galooli's EMS are not publicly disclosed rather tracked internally.
(1) Data processing capacity, (2) Percentage outsourced	TC-SI-000.B	Not publicly disclosed due to security & commercial sensitivity.
(1) Amount of data storage, (2) Percentage outsourced	TC-SI-000.C	Not publicly disclosed due to security & commercial sensitivity.

THANK YOU



Galooli
Website:
www.galooli.com

LinkedIn:
<https://www.linkedin.com/company/galooli/>

For questions or comments
about this report:
ESG@galooli.com



Our Offices:

HQ –
Sonol Tower, 52 Begin Road
Tel Aviv 6713701, Israel
Phone: +972-3-565-6900

Nigeria –
Parkview Ikoyi, 8B Owena St.,
101233, Lagos
Phone: +234-701-111-2593

Uganda –
Wildlife Tower,
Plot 31 Kanjokya St.,
P.O. Box 1144, Kampala
Phone: +256-312-514-856

Kenya –
SK Offices, C3 Raphta Road,
P.O. Box 45669, Nairobi
Phone: +254-728-147-574

USA –
3400 N. Central Expy.
Suite #110-326, Richardson,
Texas 75080
Phone: +1-214-734-0024