

ECI'S SOCIAL INVESTMENT POLICY

Giving back to the community is in our DNA



As a leading global provider of telecom solutions, with thousands of employees worldwide, ECI is active in the business and social communities in which it operates and conducts itself in accordance with the principles of social responsibility.

Under the guidance of senior management, the company has developed a policy for social responsibility based on widely accepted professional standards. This policy, which has the full support of ECI's board of directors, is part of the company's current work plan and is regarded as a long-term undertaking.

The Policy

The following are the underlying principles for ECI's policy of corporate social investment:

1. We have chosen to focus our efforts on the 'empowerment of communities'

This involves the ability to inspire individuals or a group of people to use their innate potential to change their environment.

2. The channels we have chosen for community empowerment are:

- Investing efforts in youth education as part of a drive to create equal opportunities in education, self-realization and self-actualization by:
 - Developing a personalized program for the academic, emotional, and social advancement of each and every participant.
 - Holding enrichment workshops and focusing efforts on issues dealing with the three circles: me, family and friends, and the community.
- Investing in the development of entrepreneurship and responsibility, self-confidence and nurturing leadership skills among the youth.

3. The resources allocated to the activities and the policy for defining them include:

- Once a year, ECI earmarks funds to be used specifically for investment in the community.
- In the last quarter of the year, ECI's Director of Social Responsibility meets with community partners and allocates a budget for the various activities.
- The budget breakdown is presented to the company steering committee for approval.
- In addition to monetary support, ECI also encourages employee participation in the company's community empowerment activities. For information on the employee volunteering policy, see section 7.
- The allocated resources, both financial and human, are invested only in the selected channels (as specified in section 2), and only in activities that are held in conjunction with selected

4. The link between community activity and the company's business policy:

ECI is committed to its owners, its employees and community and, accordingly, there exists a link between community activity and the company's business policy. The following principles have been established to ensure the integrity of this link:

- **Manifestation of leadership role, unique identity:** ECI strives to contribute to the community as part of its role as a leader in its industry and has chosen the issue of community empowerment which is uniquely identified.
- **True expression of human capital:** Designated channels of activity offer a diverse range of opportunities of corporate giving and volunteering, enabling participation by as many ECI employees as possible.
- **Global presence, local ties:** Reinforcing ECI's position as a truly global company, the community empowerment initiative can be put into action at any local site, with only minor adjustments.
- **Empowerment of corporate culture:** Community activities are applicable across all units and divisions of the Company, reflecting ECI's culture of "one company, one team".

5. Our partners in implementation

- In the light of its professional experience worldwide, it is clearly evident to ECI that where specific expertise is required, one should work with the experts. As a result, the program was formulated in collaboration with Matan, a non-profit organization that advises on corporate community engagement, and that oversees implementation in the field.
- ECI also collaborates closely with social organizations in the community, acknowledging that they have the knowledge, experience and capacity to implement community involvement programs in the best possible manner. The partners were chosen after extensive inquiries, identification of suitable candidates, mutual assessment, and setting of shared goals.

6. Current Projects

ECI is currently involved in the following investment projects:

- Coaching school children in our annual program of adopting local primary school pupils who visit our offices weekly. ECI volunteers help pupils with reading and language studies.
- Inspiring youth by giving talks on technology subjects at a local youth village in partnership with the Different Lesson Association, which matches managers in companies with the educational needs of youth, to provide inspiration and practical help.
- Breaking the glass ceiling, assisting young girls from disadvantaged backgrounds who meet with ECI volunteers who help them prepare for mathematics exams.

- Promoting cyber and computer education through donations and student activities
- Supporting “5x2”, an initiative led by the Ministry of Education in Israel aimed at doubling the number of students who complete matriculation in Math, Science and Engineering.
- Mentoring CEOs of non-profit organizations by ECI senior managers
- Helping reduce food waste by volunteering with Israel's National Foodbank, Leket Israel, harvesting fresh produce for those in need as well as distributing food parcels twice a year for 300 families.

7. The principles of the program:

- The activities utilize a combination of resources of the company and its employees, including financial, time (volunteering), talent and other assets.
- Activities are held near ECI locations to strengthen local ties between the company and the community. In many cases, employees are members of these communities.
- The program offers ECI employees a host of opportunities for community engagement and volunteering, some on an individual basis, and some in group settings, so that every employee can find a level of participation that suits their interests and capabilities.

8. The policy of volunteering:

Human capital is ECI's most important resource. Recognizing the great potential of its employees to contribute to the community, ECI allocates volunteer hours on company time, as follows:

- Ongoing activities (volunteering on a permanent basis over a long period)
- Ad hoc activities (concentrated, one-time activities)

All volunteer work is managed via feedback, follow-up, precise recording of the number of volunteers and hours volunteered. Every year ECI holds an event to honor its employee volunteers.

9. Objectives and measures:

As a corporation that operates according to plans, objectives and performance measures, ECI applies the same methodology in its social responsibility activities to achieve optimal results and ensure continuing improvement. The company strives to:

- Foster an atmosphere of social awareness and encourage a volunteer-oriented spirit throughout the organization
- Create new community activities in alignment with its ‘one company, one team’ vision (formation of bonds and acquaintances across all levels and units/division)

- Strengthen the identification of employees with the company
- Develop employee competencies
- Encourage managers to lead and participate in activities
- Ensure effective investment in the community

10. **Maala Rating**

As part of its commitment to promote corporate social responsibility in Israel, ECI is featured in Maala's (Business for Social Responsibility) ratings since 2004.

- The Maala CSR Index ranks companies according to their commitment to CSR principles. Companies are evaluated based on their performance in many areas like: environment, business ethics, human rights and work environment, community involvement, corporate governance, and social and environmental reporting. The index is prepared in partnership with McKinsey & Company, Ernst & Young, S&P Maalot, the Tel Aviv Stock Exchange and Greeneye.
- ECI has received the Platinum Plus rating since 2014.