

Kaltura Sustainability Report 2023



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A Message from Our CEO

I am proud to present Kaltura's first ESG report.

Kaltura provides AI-infused, video-first customer and employee digital experiences that skyrocket engagement and drive business results for hundreds of leading organizations worldwide, including 28 of the Fortune 100 companies, over 50% of U.S. R1 schools, and many large media and telecom companies. Since our incorporation in 2006, our vision has been to deeply 'videofy' organizational workflows - such as communication and collaboration, knowledge sharing, events, learning and training, marketing and sales, and customer care. By doing so, we aim to further democratize the creation and consumption of media, and advance collaboration, equal opportunity, and pluralism - beyond any physical, economic, and social divides. Our commitment to a culture of inclusion, diversity, and equality is so deep that we named our company "Kaltura," a word resembling "culture" in many languages, so that we always remember to stay true to our "WHY?," and to our founding values of openness, flexibility, and collaboration.

Long before the recent heightened acknowledgment of business communities of the profound importance of Environmental, Social and Governance (ESG) factors, we were already hard at work developing technologies that enable people to connect, communicate, engage and interact without the need to travel, consume pollutive materials and energy, and adversely influence their GHG emissions impact. Our products and solutions enable our customers to reduce their environmental footprint and implement sustainable practices as our products are designed to satisfy our customers' needs in terms of remote learning and training, remote work, virtual and hybrid marketing and customers' engagement experiences, virtual events, and much more—all supported by seamless virtual and hybrid workflows.

More recently we have added cutting-edge Generative AI capabilities to our offerings, making them 'hyper personalized' and much more efficient - further boosting collaboration and inclusion, and reducing energy and waste consumption. These experiences include for example AI-based translations, dubbing, summaries and personalized learning experiences.

From the foundation of Kaltura, we set to ourselves high moral and ethical values, have had zero tolerance for undue behavior, and have always upheld the highest standards of corporate governance, accountability, responsibility, and transparency.

We are very glad and proud to now formalize our ESG reporting and to set public goals for our continuous improvement. We strive to continue and contribute to a more sustainable and equitable future for all, as we firmly believe that doing so will not only generate long-term value for our stakeholders, but also help us mitigate risks and contribute to building a more sustainable future, were technology will take us, our communities and our planet onward and upward.



Sincerely,
Ron Yekutieli,
Co-Founder, Chairman of the Board and CEO

Kaltura Overview

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Who We Are

Kaltura, Inc. (together with its subsidiaries, the “Company,” “Kaltura,” or “we”) was incorporated in October 2006 and commenced operations in January 2007. Kaltura’s shares are traded in the Nasdaq Stock Market LLC (“Nasdaq”; Ticker: KTLR) as an emerging growth company. The Company maintains global operations with major offices in New York and Israel and additional presence across North and South America, EMEA, and APAC.

The Company has developed a platform for video creation, management, and collaboration that enables enterprises, educational institutions, and other organizations to cost-effectively launch advanced online video experiences, including for web video publishing, video-based teaching, learning and training, video-based sales and marketing, video-based collaboration, and over-the-top (“OTT”) Television and Cloud TV. The Company’s core offerings consist of various Software-as-a-Service (“SaaS”) and Platform-as-a-Service (“PaaS”) products, services and solutions. The Company’s business operations are divided between two main reporting segments: Enterprise, Education, and Technology (“EE&T”) and Media and Telecom (“M&T”).

Our mission is to power any video experience for any organization. Our Video Experience Cloud offers live, real-time, and on-demand video products for enterprises across all industries, as well as specialized industry solutions for educational institutions and for media and telecom companies. Underlying our products and solutions is a broad set of Media Services that are also used by other cloud platforms and companies to power video experiences and workflows for their own products. Kaltura’s Video Experience Cloud is used by leading brands reaching millions of users, at home, at school and at work, for events, communication, collaboration, training, marketing, sales, customer care, teaching, learning, and entertainment experiences. (See: www.kaltura.com).

Our off-the-shelf SaaS products are renowned for their unmatched flexibility, modularity, extensibility, ease of integration, and heightened engagement and interactivity. They are built on hundreds of open APIs for video ingestion, transcoding, metadata management, distribution, publishing, engagement, monetization, and analytics.

Our Products Target the Following Audiences:

Kaltura's Video Experience Cloud includes products that power virtual and hybrid events, webinars, online learning, and video portals for companies across all industries, including technology, financial services, healthcare and pharma, IT and professional services, retail and manufacturing.

Additionally, it includes industry-specific video solutions tailored to the education and media and telecom industries. For developers, Kaltura provides an extensive array of APIs and developer tools that enable them to build other video workflows, products, and industry solutions.

For Enterprises:

We provide advanced video products that utilize on-demand, live, and real-time video to boost training, marketing, virtual and hybrid events, communication, collaboration, sales, and customer care.

For Educational Institutions:

We enhance advanced video solutions that boost in-class and remote teaching and learning, and boost student engagement, interactivity, and performance.

For Media and Telecom Companies:

We provide a robust platform for TV service providers and media companies to manage and distribute premium television content across devices, and boost reach, engagement, and monetization.

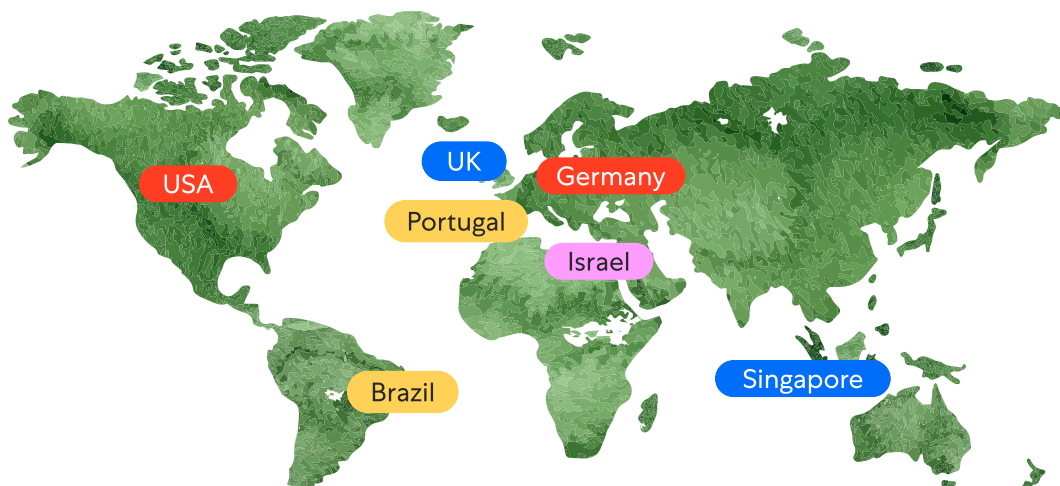
For Developers:

We offer advanced tools for developers to create their own video workflows, products, and industry solutions. These tools also power Kaltura's products and industry solutions.

We are extremely proud to have pioneered the first and only open-source online video platform project, which has grown into one of the largest online video developer communities in the world.

Where We Operate

Kaltura maintains a worldwide presence, with operations across several continents, as shown in the following figure:



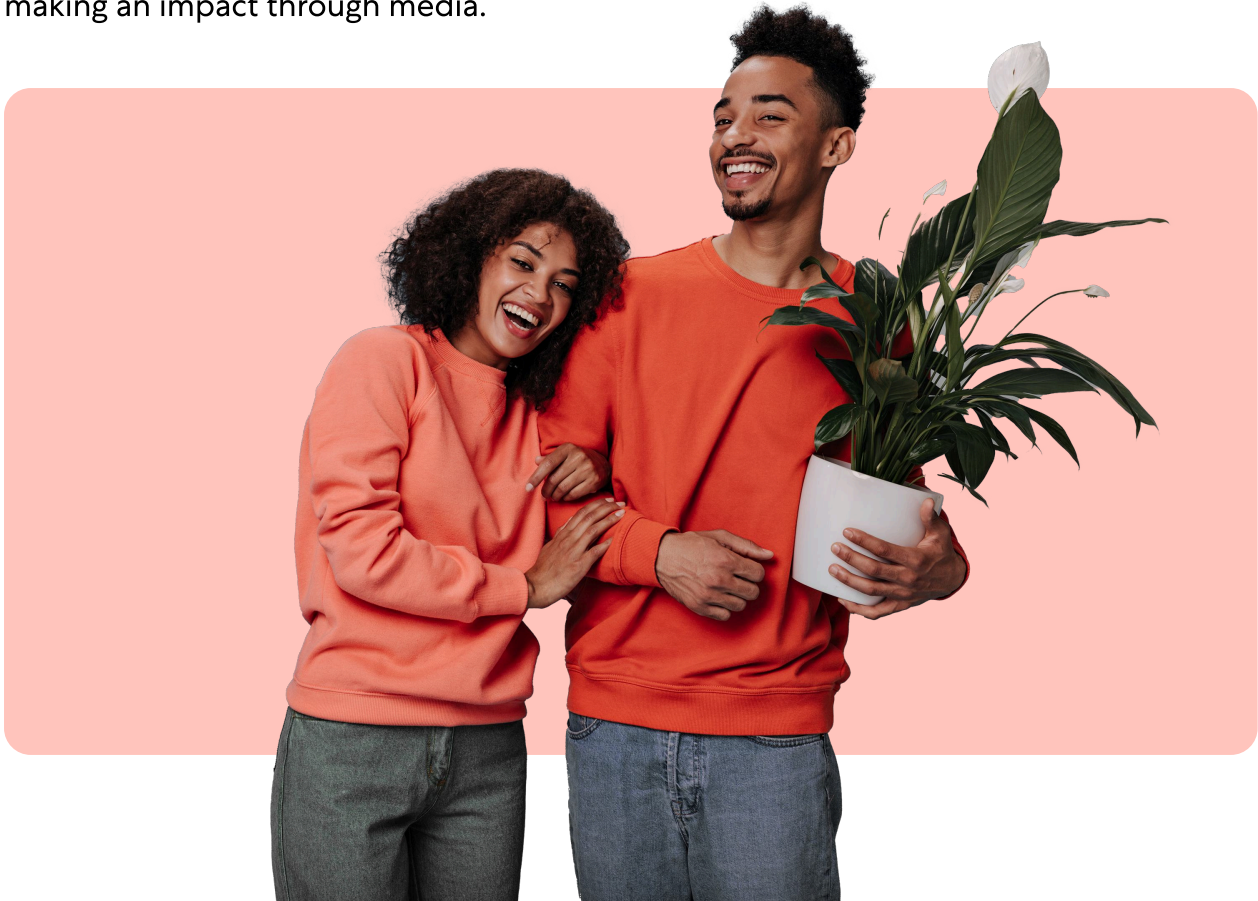
Our Cultural Mission

From the very beginning, social responsibility has been woven into the fabric of our company. The name “Kaltura” is derived from the word "culture," signifying our mission to foster a culture of pluralism. At the heart of Kaltura are our core values: openness, flexibility, and collaboration. Our guiding principle is to embody these values and champion equality, inclusion, and diversity.

When we founded Kaltura in 2006, we recognized that video would become a more compelling, engaging, and enriching medium than text. We envisioned video transforming communication, collaboration, work, education, and entertainment, seamlessly integrating into organizations and daily lives.

Kaltura’s video experience cloud is designed to connect people globally, allowing them to share experiences regardless of their location or identity. This enables a world that is more just and sustainable, with increased inclusion and equality, and less carbon emissions. As a company, we are dedicated to staying connected to our environment, society, and values.

More than a decade later, we continue to offer the most powerful and adaptable Video Experience Cloud solutions available. We strive to make video accessible and easy to use for anyone, anywhere, supporting organizations and individuals worldwide in making an impact through media.



Timeline Journey

2006

Founding of Kaltura

2007

Kaltura raises initial venture capital and starts powering content management for Publishers and Media companies

2010

Kaltura starts powering Video Portals and LMS/CMS extensions for Education institutions & Enterprises

2014

Kaltura acquires Tvinci and starts powering Cloud TV for Telcos

2019

Kaltura surpasses \$100 million in Annual Recurring Revenue (ARR)

2020

Kaltura acquires Newrow, launches real-time-conferencing capabilities, and starts powering Events, Webinars, and Virtual Classrooms

2021

Kaltura raises \$175 million in a Nasdaq IPO

2023

Kaltura starts developing Generative-AI features, to offer 'hyper personalized' experiences

Products & Solutions

Kaltura's Video Experience Cloud includes products that power virtual and hybrid events, webinars, online learning, and video portals for companies across all industries, including technology, financial services, healthcare and pharma, IT and professional services, retail and manufacturing. It also includes industry-specific video solutions, tailored for the Education and Media and Telecom industries. For developers, it includes an extensive array of APIs and developer tools that enable them to build other video workflows, products, and industry solutions.

Products for Any Enterprise:

Advanced video products that utilize on-demand, live, and real-time video to boost training, marketing, virtual and hybrid events, communication, collaboration, sales, and customer care.

- **Video Portals:**

Enterprise video portals that enable the creation and management of content across the organization, its partners and customers. Video Portals provide a rich media experience that drives engagement and interaction.

- **Events:** Comprehensive event platform to create, manage and track every event of any size, internal or external, from smaller group gatherings, through larger town halls, to very large flagship conferences.

- **Webinars:** Creation, management, and analytics for webinars, with automatically created branded mini-sites that drive interaction and engagement from registration to video-on-demand (VOD).

- **Online Learning:** Self-paced on-demand learning with playlists, quizzes, and video paths and real-time group online learning with virtual classrooms that leverage analytics and interactive tools built for learning.

Education Solutions:

Advanced video solutions that boost in-class and remote teaching and learning, and boost student engagement, interactivity, and performance.

- **Learning-Management-System (LMS) Video:** Video galleries, video creation and virtual classrooms, seamlessly integrated into the LMS.
- **Lecture Capture:** Scheduling, recording, and monitoring of any size lecture hall including live broadcast.

Media & Telecom Solutions:

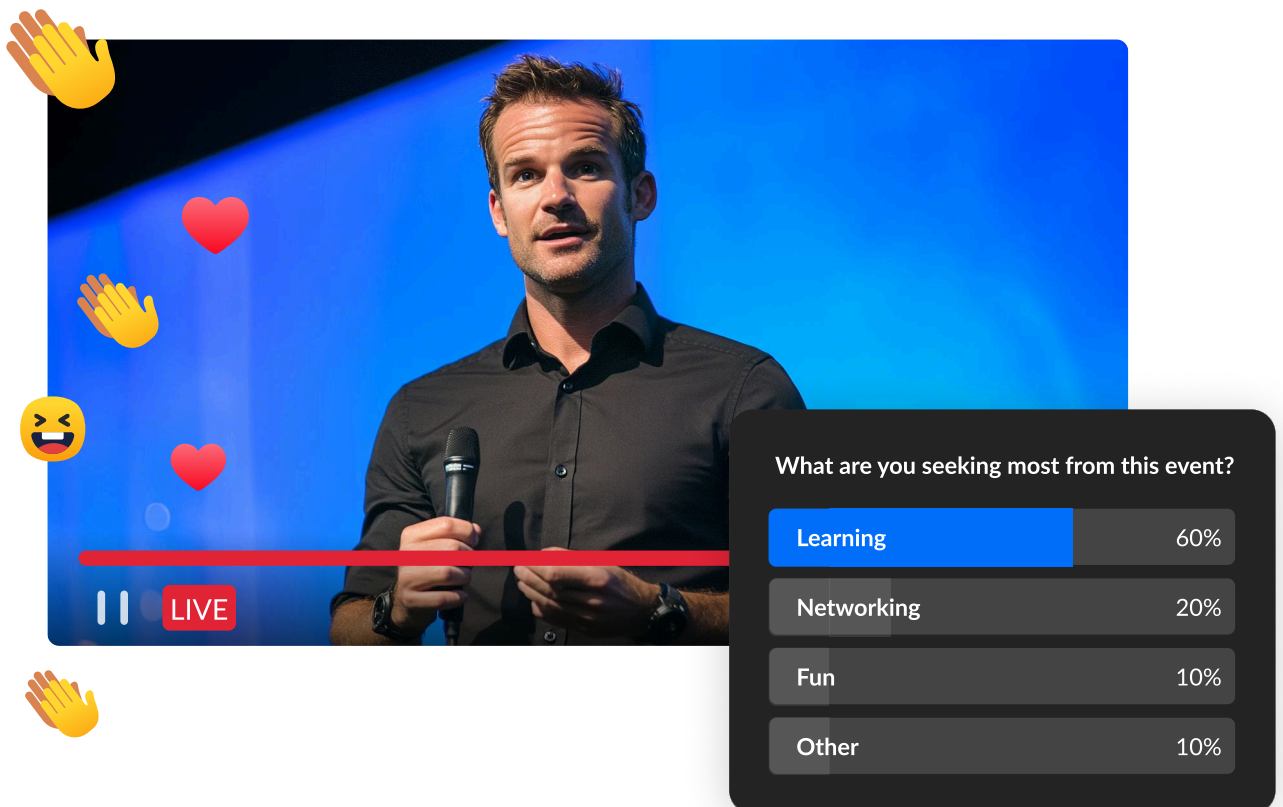
Platforms for TV service providers and media companies to manage and distribute premium television content across devices, and boost reach, engagement, and monetization.

- **Cloud TV:** Modular and scalable solution for building multinational streaming services that aggregate VOD, live, and linear content on any device.
- **Streaming Platform:** Turn-key solution for launching, operating, and managing direct-to-consumer streaming service with low entry and operational costs.

API & Developer Tools:

Tools for developers to create their own video workflows, products, and industry solutions. These tools also power Kaltura's products and industry solutions.

- **Media Services:** Hundreds of media services APIs for live, on-demand and real time video, offering ingestion, transcoding, enrichment, management, distribution, engagement, monetization, and deep viewer analytics among many other capabilities.
- **Experience Components:** Complete experiences ready to be embedded in any application. This includes our video player, video editor, video capture tool, and chat and networking widgets.



What are you seeking most from this event?

Learning	60%
Networking	20%
Fun	10%
Other	10%

ESG Impact Aspects: Transitioning from In-person to Virtual

1. Planet-Friendly

Virtual and hybrid meetings and remote learning, training and other activities, support eco-friendly practices by reducing the need for travel, thereby lowering greenhouse gas emissions and energy consumption. They also minimize waste through the use of digital tools instead of paper resources. By adopting these meeting formats, organizations can enhance their sustainability efforts and contribute to a greener planet.

2. Enhanced Work-Life Balance

Virtual platforms enable individuals to achieve a healthier work-life balance by eliminating the need for travel and allowing flexible use of time, as they support remote work patterns. This improved time management leads to lower stress levels and reduced burnout. Such balance enhances overall well-being, job satisfaction, and employee retention.

3. Diversity & Inclusion

3.1 Eliminating physical accessibility - Virtual platforms (supported by visual accessibility features) foster inclusivity by eliminating physical accessibility barriers. Participants with disabilities or limited mobility can join virtual meetings effortlessly, avoiding the challenges of navigating physical meeting spaces.

3.2 Equal among equals - Virtual meetings provide exceptional flexibility and convenience, allowing attendees from diverse backgrounds, cultures, and locations to collaborate more effectively. This diversity enriches discussions with a variety of perspectives.

3.3 Localization - Kaltura provides a video platform available in 25 languages, offering support for multiple platform languages.



4. Accessibility

4.1 Kaltura strives to stay at the forefront of video accessibility, meeting standards such as 508, CVAA, and WCAG 2.2 AA. Kaltura ensures product accessibility through third-party audits and publishing a VPAT (Voluntary Product Accessibility Template).

4.2 Kaltura is committed to providing an inclusive and equitable user experience for all audiences by offering the following accessible features:

- Screen reader support;
- HTML5 support (even when video is served on Flash);
- Captions and dubbing;
- Accessible controls;
- Colorblind compliant;
- Updated fonts to allow for better readability;
- High color contrast;
- Supporting keyboard shortcuts;
- Allowing HTML role markups and aria-labels;
- Dual screens for sign language;
- Speech Recognition support;
- Including sliders for play head and volume control;



Our Leadership Team

Our leadership team consists of accomplished entrepreneurs and industry experts with substantial experience. We bring diverse expertise from fields such as telecom, media and entertainment technologies, enterprise software, SaaS, EdTech, open-source projects, and beyond.

Board of Directors



Ron Yekutiel
Co-founder, Chairman
& Chief Executive Officer



Ronen Faier
Board Member



Richard Levandov
Board Member



Naama Halevi Davidov
Board Member



Shay David
Board Member



Eyal Manor
Board Member

Company Management as of December 31st 2023



Ron Yekutiel
Co-founder,
Chairman & CEO



Yaron Garmazi
Chief Financial
Officer



Dr. Michal Tsur
Co-founder,
President & CMO



Eynav Azaria
Chief Revenue
Officer



Natan Israeli
Chief Customer
Officer



Nuno Sanches
Chief Strategy
Officer



Sigal Srur
Chief Human Resources
Officer



Dror Dotan
Chief of Staff



Zohar Babin
EVP Platform



Renan Gutman
EVP Product



Lisa Bennett
EVP Marketing



Liad Eshkar
EVP Biz Dev
& Partnerships



Claire Rotshten
EVP Finance



Zvi Maayan
EVP Legal Council



2023 Company Highlights

2006

Company founded in 2006;
IPO in 2021

717

Employees in 5 continents

\$175.2M

Total revenue for FY23;
up 4% year over year

\$162.7M

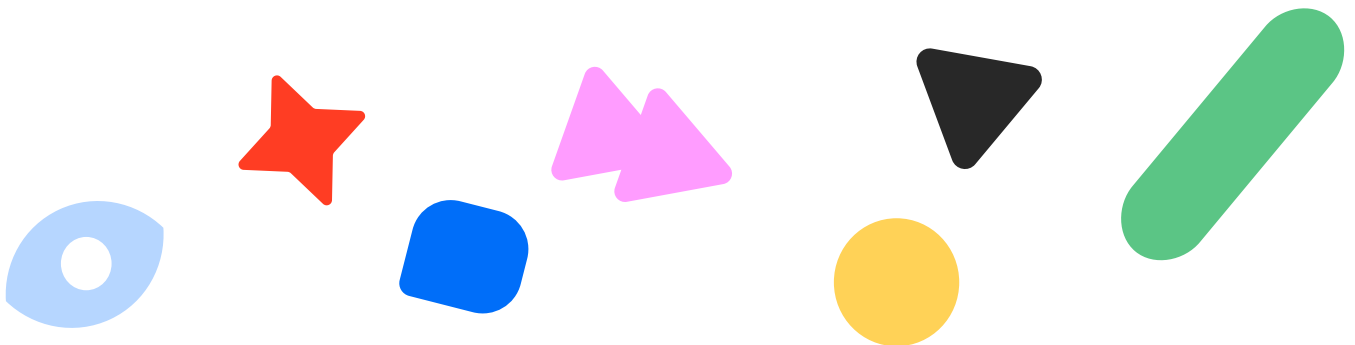
Subscription revenue for FY23;
up 7% year over year

~1000

Customers

Over
10M

Active monthly
users worldwide



3

Recognitions Awards - Great Place to Work

“Best Place to Work” awards honor companies with outstanding workplace cultures and high employee satisfaction, based on employee surveys, workplace policies, and engagement. Our company's consistent participation and receipt of these awards annually highlight our dedication to delivering an exceptional employee experience.



7

Technology Awards

1. Kaltura won 5 awards at Eventex 2023, including:

- ◆ Best Event Technology;
- ◆ Best Virtual Event Platform;
- ◆ Best Webinar Software Categories;
- ◆ Best Audience Engagement Technology;
- ◆ Best Virtual Community Engagement Event;

Eventex is a leading authority in the events industry. Best known for the prestigious Eventex Awards, which celebrate excellence in events and experience marketing. With a broad international audience, Eventex has been helping companies showcase their outstanding work and grow their business for over 12 years.

2. Kaltura won “Overall e-Learning Solution of the Year” in the 5th Annual EdTech Breakthrough Awards Program: The EdTech Breakthrough Awards conduct a comprehensive analysis of the global educational technology industry to recognize leading technology companies, solutions, and products.

3. Kaltura wins “Best Event Platform” in the Digiday Technology Awards: The Digiday Technology Award recognizes companies that are adopting new technologies in pursuit of highly effective personalization balanced with data privacy.

Approach to Sustainability

Kaltura is more than just a video platform - it's a platform for change. Our video experience cloud empowers people around the globe to connect and share experiences regardless of their location. By enhancing information accessibility and fostering innovation through our products and platforms, we enable individuals, businesses, and organizations to make decisions that promote positive actions for both people and the planet.

As a company, we maintain a close connection to our environment, society, and values. Our core principles are rooted in human rights, fair employment, diversity, inclusion, ethical practices, and environmental protection. We view these values as the foundation of sustainable innovation, supporting continuous growth and community engagement.



Remote Collaboration Reduces Carbon Emissions

Facilitating remote events, learning sessions, training, marketing and other experiences, significantly cuts down on the carbon emissions that result from travel. Moreover, by connecting remotely, the necessity for large physical spaces is reduced, leading to lower energy and waste usage for facility management.



Sustainable Supply Chain

Harnessing a wide range of vendors and suppliers to engage in and take part in our operations, enlarges the ecosystem who engages, supports and fosters remote and hybrid experiences. That, in turn, encourages the reduction of carbon footprint and further supports our mission for sustainable growth and minimal environmental impact.



Green Offices

Kaltura's offices are designed to maximize employee productivity while reducing their environmental footprint, and employees are encouraged to adopt eco-friendly practices to align with the company's sustainability efforts.

– all as detailed under “Protect the Environment” chapter below.

Our People

18-27 Diversity, Equity & Inclusion

28-30 Employees Engagement

31-34 Benefits & Wellbeing

35-37 Training & Development

38-40 Community Relations



Diversity, Equity & Inclusion

Our Agenda

We are deeply dedicated to fostering a strong sense of inclusion and belonging within our workforce. Our commitment to Diversity, Equity & Inclusion (DEI) is as significant as our other global business goals. At Kaltura, we strive for an inclusive environment that champions diversity and equality for all individuals, regardless of race, gender, sexual orientation, nationality, or other characteristics.

Kaltura is more than a video platform - it serves as a platform for change. Our video experience cloud enables global connections and shared experiences, regardless of who or where people are. As a company, Kaltura remains engaged with its environment, society, industry, and core values. With that in mind we have created our Diversity, Equity, and Inclusion (DEI) kit^[1]. We believe that “There’s Quality in Equality”, and social responsibility has been an essential part of our DNA from the very beginning. Our founding pledge is to nurture these values and be a driving force for inclusion and diversity.

Think Diversely

Kaltura values openness, flexibility, and diversity, integrating these principles into our culture to foster creativity and intrapreneurship. The vibrant Kaltura brand colors symbolize our commitment to pluralism and diversity, ensuring everyone feels comfortable to share ideas and contribute creatively.

Think Inclusion

Diversity and inclusion are distinct; a diverse workforce may lack inclusion if only certain groups are heard. At Kaltura, we ensure all employees, regardless of background, can participate in meetings, take on leadership roles, and speak at events. We also have Employee Resource Groups, which invite diverse employees to share personal experiences. Our product's polling and chat features during remote sessions facilitate this exchange. These groups provide a space for sharing experiences and ideas, promoting a culture of care, sharing, and supporting DEI goals.

[1] <https://corp.kaltura.com/wp-content/uploads/2024/04/Kaltura-DEI-decision-making-kit.pdf>

DEI Practices

Policies and Principles

Social responsibility has been a cornerstone for Kaltura from the very beginning. Our Diversity, Equity, and Inclusion (DEI) policies promote a pluralistic culture and are integral to our values of openness, flexibility, and collaboration. We aim to incorporate DEI practices into our operations as foundational principles for building impactful teams and products.

To this end, we have established structured policies and frameworks, such as our Code of Business Conduct and Ethics, Sexual Harassment and Non-Discrimination Policy, Recruitment Guidelines, and LGBTQ+ Policy. These policies provide clear guidelines, ensure everyone is aligned, and help prevent miscommunication.

Code of Business Conduct and Ethics:

Kaltura strictly prohibits any form of discrimination or harassment, as outlined in our Code. We are committed to equal opportunity and fair treatment based on merit, without discrimination by race, color, religion, national origin, sex, sexual orientation, age, disability, veteran status, or other protected characteristics. Our Code also bans harassment of any kind, whether physical or verbal, by anyone within or associated with the company, ensuring a respectful and fair work environment.

Sexual Harassment and Discrimination Policy:

The company is dedicated to maintaining a harassment-free work environment and treating all workers with dignity and respect. Kaltura will promptly address any incidents of harassment, bullying, or victimization through investigations and implementing disciplinary actions as appropriate, which may range from counseling to termination of employment, in accordance with applicable laws. Employees also have the option to file civil lawsuits or police complaints.

- In each region, a designated officer handles complaints, ensuring effective resolution while maintaining dignity and privacy. Also, Employees can seek advice and clarification from this officer.
- There have been no reported sexual harassment violations from 2021 to 2023 at Kaltura.



◆ **Modern Slavery Policy:**

Kaltura is committed to preventing modern slavery and human trafficking in its supply chain (as required by the UK Modern Slavery Act 2015). The company conducts due diligence, risk assessments, and enforces a Vendor Code of Conduct. Kaltura is prepared to take appropriate action, including terminating contracts, if any violations are identified.

◆ **LGBTQ+ Policy:**

Kaltura's LGBTQ+ policy aims to promote diversity and inclusion within the organization, fostering an inclusive and equal work environment. This policy prohibits discrimination and harassment, mandates annual training, encourages social involvement with LGBTQ-focused events, and promotes diversity through social media. The policy also provides specific benefits for the LGBTQ+ community, amongst other:

- Employees can choose and update their preferred gender nickname on corporate communication platforms.
- Spousal benefits extend to unmarried couples, including LGBTQ+ couples, and the company offers full or partial health insurance to all employees and spouses, covering all dependent children, regardless of biological relation in various regions and under applicable law.

◆ **Individuals with Disabilities**

Kaltura follows the relevant state and local laws at each of its site locations to prevent employment discrimination against qualified individuals with disabilities. We provide equal employment opportunities and engage in an interactive process to offer reasonable accommodations for applicants and employees with disabilities. This includes ensuring nondiscriminatory treatment in hiring and employment, maintaining confidentiality of medical information, and promptly processing accommodation requests.

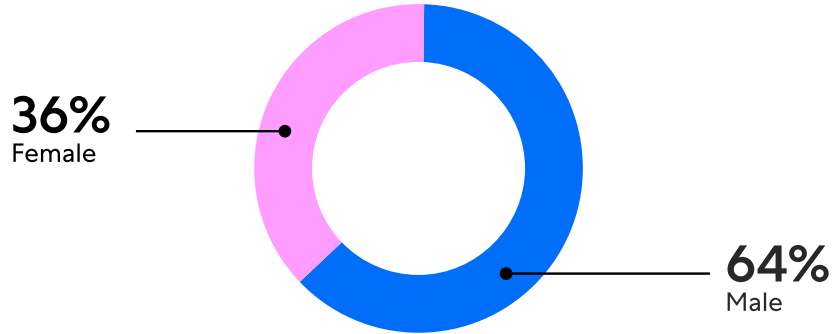
◆ **Pay Equity and Transparency**

Our commitment to pay equity is a key part of our DEI strategy at Kaltura. We ensure equality and boost employee trust through pay transparency. Regular pay audits are conducted to identify and address any gaps, analyzing their root causes. We maintain transparent and open communication with employees, empowering them to speak up.



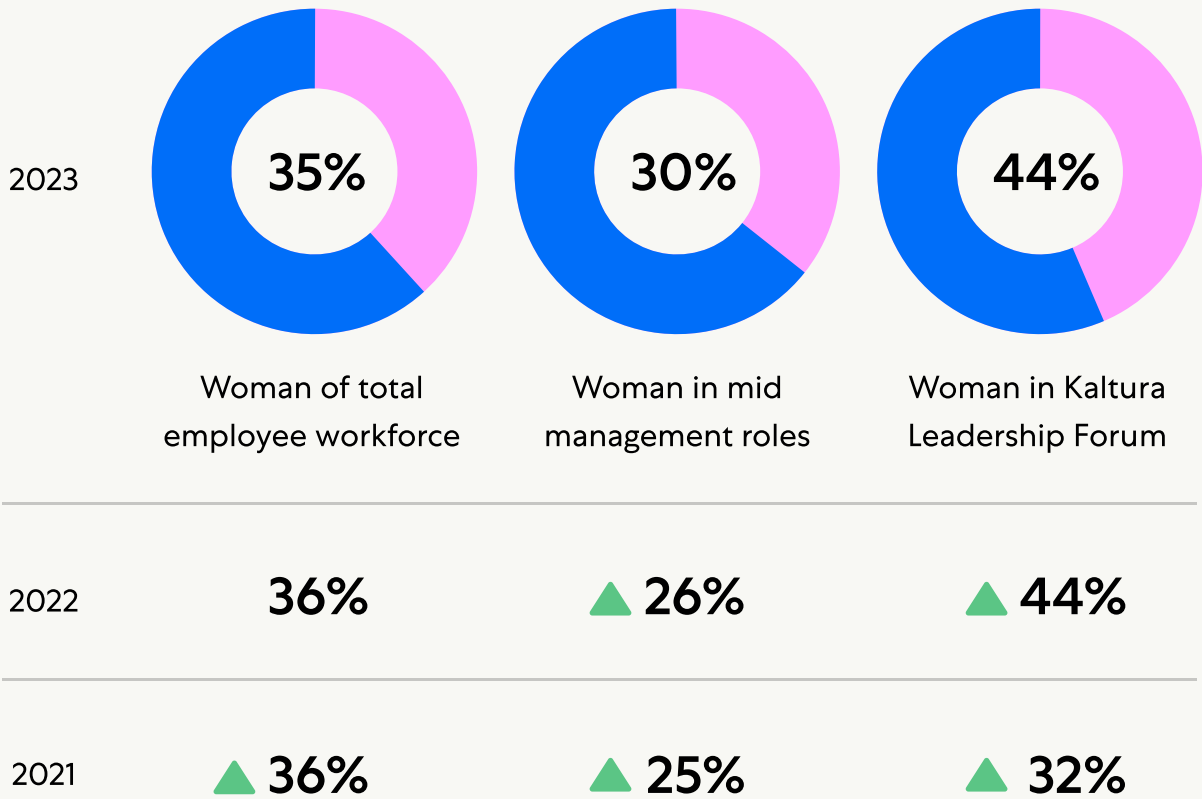
DEI Overview

Employees by Gender - 2023

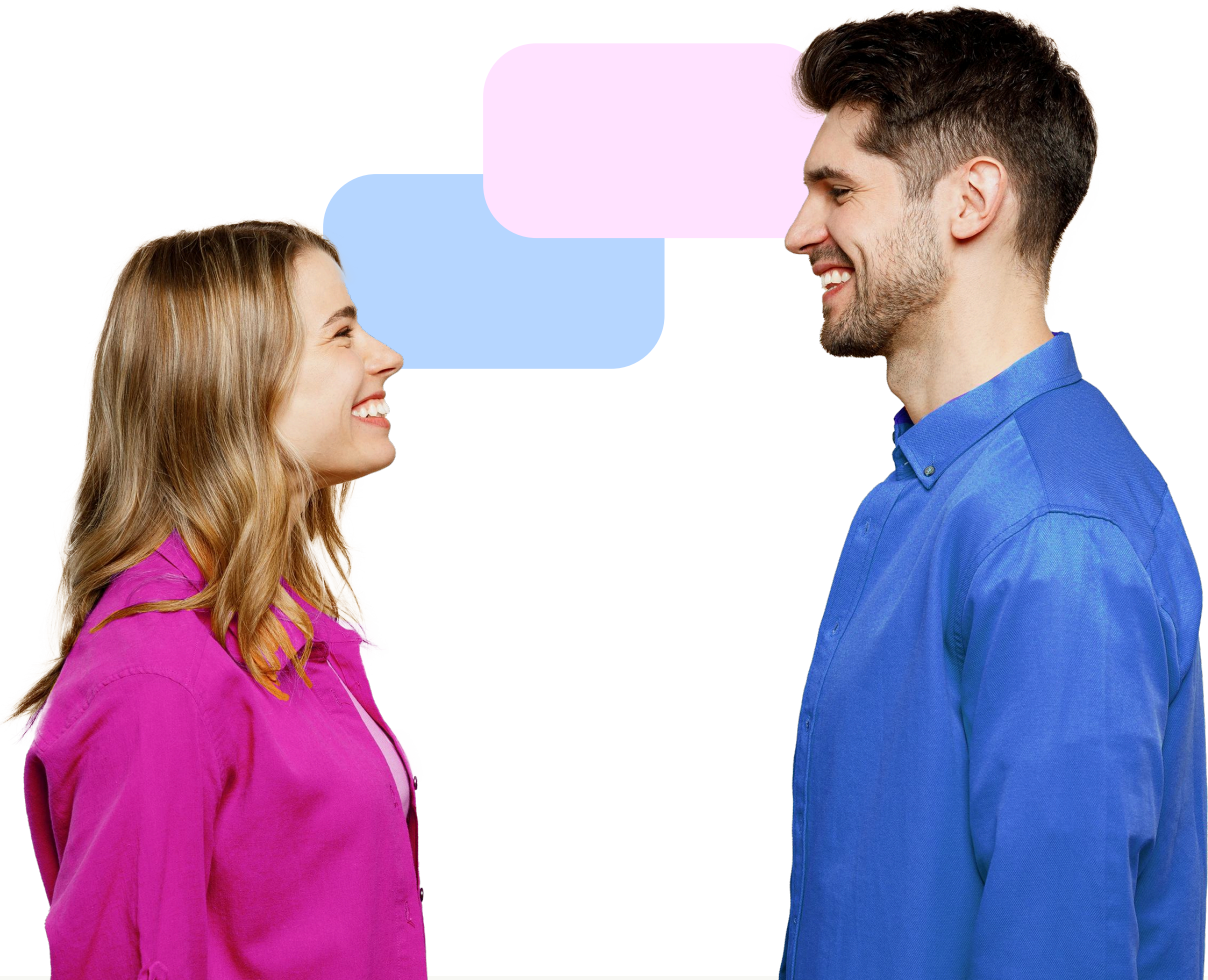
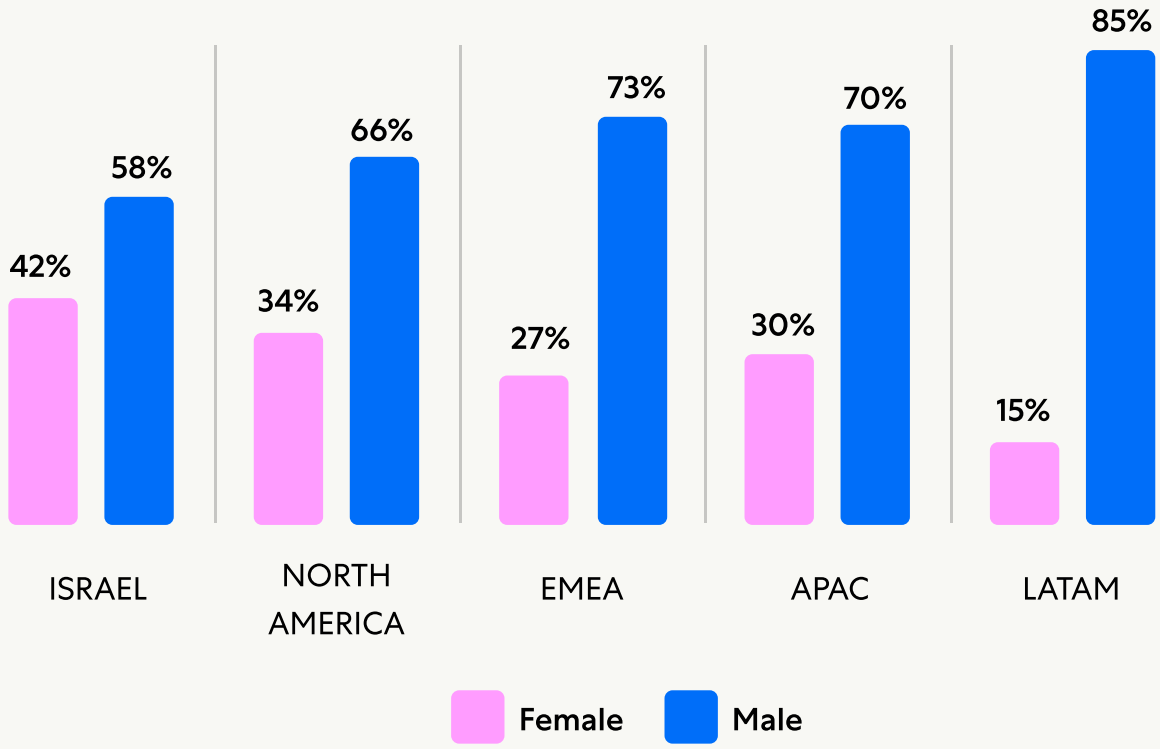


Women represent 36% of Kaltura's workforce, exceeding the industry average. The company aims to raise this figure to 50%, striving for gender parity across all roles, including technical and leadership positions.

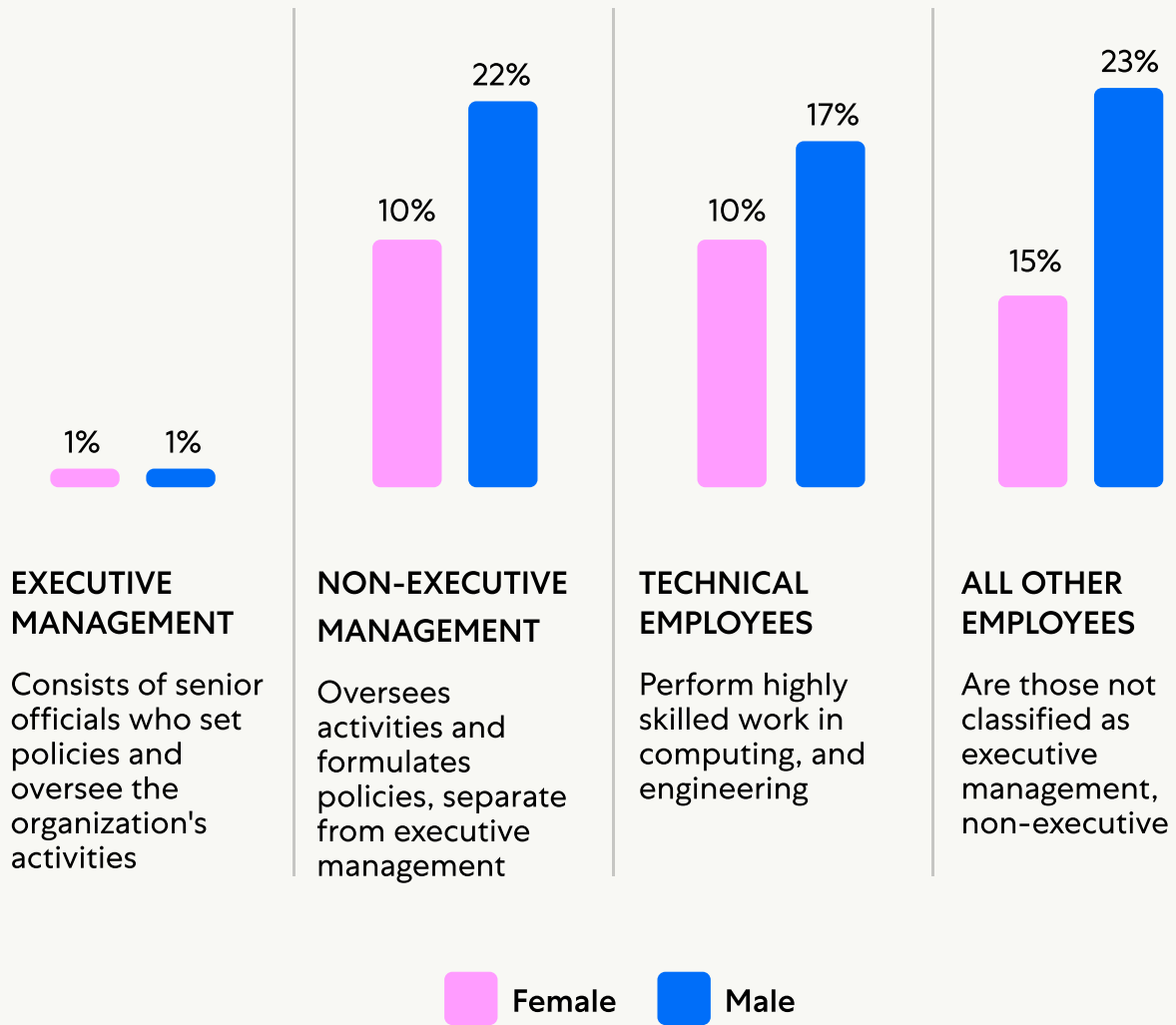
Gender Equality Actions 2021-2023



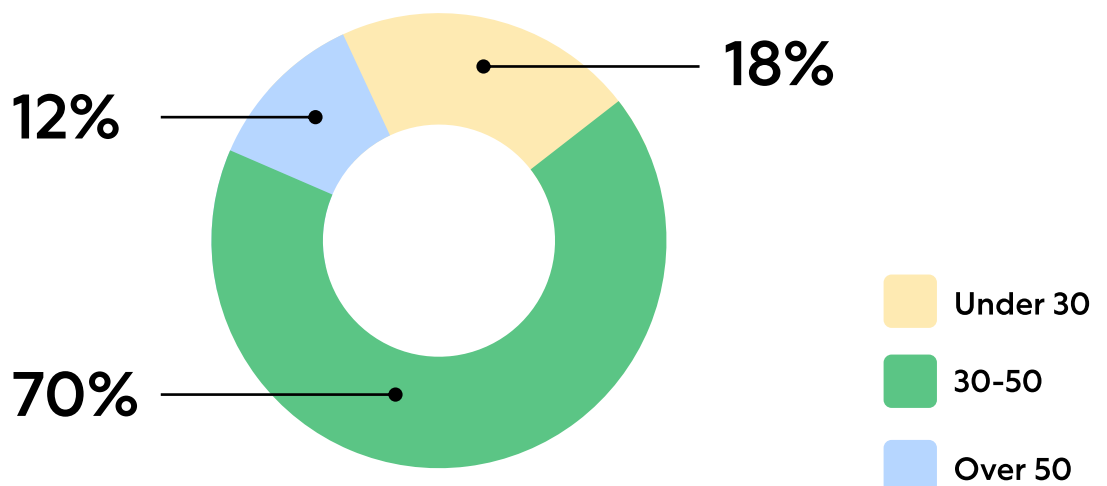
Employees by Gender - Site's Location



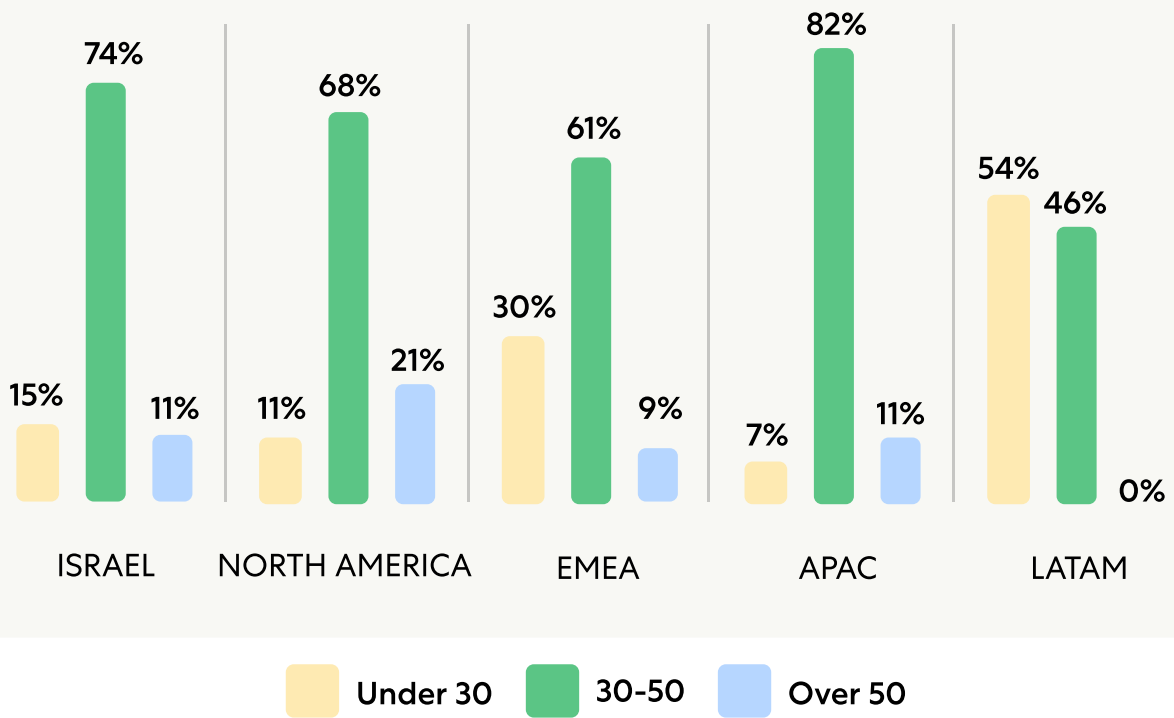
Employees by Gender - Site's Location



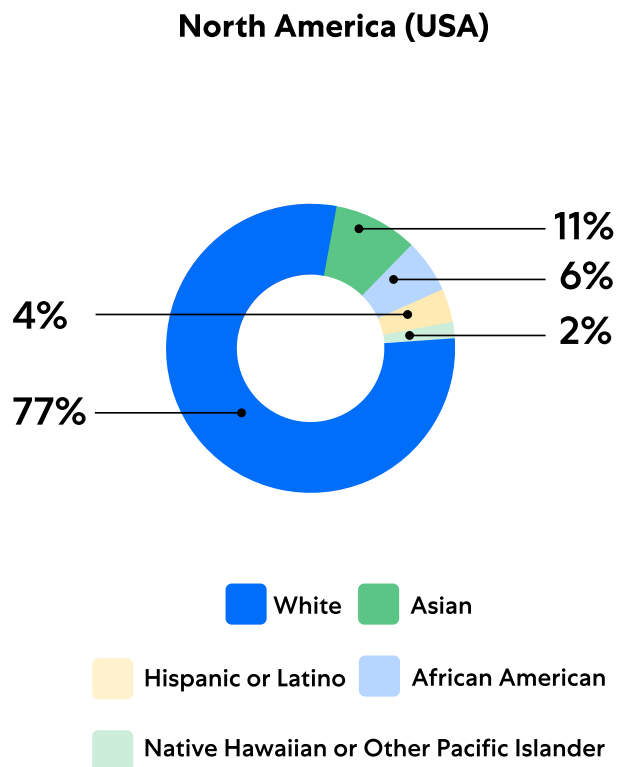
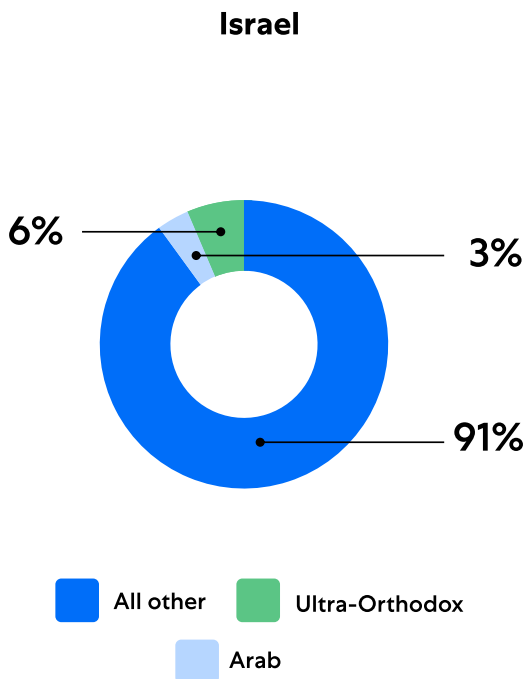
Employees by Age Group - 2023



Employees by Age Group - Sites Location



Minority Group Representation



DEI Initiatives

Kaltura continually welcomes new DEI ideas and evolves by adopting more tools for change. Special programs address societal needs and maintain our global community. FY23 DEI program highlights include:

1. Spreading DEI Core Values:

Kaltura believes in extending its DEI culture beyond the internal environment to interactions with clients, prospects, and partners. We use company events and shows to discuss DEI and share tips on using video technology for equity and inclusion. In 2023, Kaltura participated in several customer conferences, engaging over 3,000 colleagues and partners, and used this stage to promote its DEI values. Integrating DEI initiatives into our external communication aims to inspire similar practices for a more just society.

2. Advancing Gender Equality:

Kaltura collaborates with various gender equality organizations, such as 'SheCodes', which provides free software development training to over 50,000 women; 'Shavot', a mentorship NGO promoting female role models for young girls; and 'Women in High Tech', a community promoting gender diversity in tech.

3. Mentorship and Sponsorship Programs:

Kaltura takes part in and organizes numerous mentorship and sponsorship programs aimed at uplifting individuals from all backgrounds. For example, we introduced the K.Sisters program specifically to support the professional growth of women within the organization. Currently in its second year, this initiative sees over 20% of Kaltura's female employees actively participating, highlighting its importance and impact.



Talent and Workforce Recruitment

Talent Acquisition Strategy

A diverse workforce boosts the company's success through innovation, creativity, superior performance, and talent attraction. We continuously seek talented, passionate individuals who share our values, business ethics, and vision of fostering meaningful, human-centered business engagement.

Our main objective is to recruit and retain qualified employees for the long term. We invest in the next generation of talent to create a diverse community and to cultivate the skills necessary for delivering our solutions. Consequently, we are dedicated to enhancing our onboarding processes to better integrate new hires into our company culture and to fostering an environment that promotes equal employment opportunities.

Recruitment Process

We have created a formal recruiting policy to ensure a fair and compliant hiring process at Kaltura. This policy outlines guidelines and procedures for selecting qualified candidates in adherence to local laws. Additionally, Kaltura implements several strategies to integrate candidates from diverse and disadvantaged populations, as described below:

1. Recruitment Training:

Each year, the recruitment team in the Human Resources department receives training on conducting an inclusive, diverse, and impartial recruitment process. Furthermore, ad hoc training sessions are provided as needed to address any legislative changes related to recruitment and affirmative action.



2. Job Descriptions:

Research indicates that individuals from minority backgrounds tend to apply for jobs only if they meet all the specified requirements, whereas others apply despite meeting only 60% of the qualifications. To address this, Kaltura's HR department ensures that every job description explicitly encourages candidates to apply even if they do not meet 100% of the listed qualifications.

3. Affirmative Action:

In our recruitment process, priority is given to women as part of our commitment to affirmative action. If there is not at least one female candidate for a position, the recruitment process will be paused for a specified period to encourage a more inclusive candidate pool.

4. Salary Terms:

The company offers equal salary conditions to all candidates for the same role, based on a pre-determined budget informed by external salary comparisons. This ensures women receive the same salary as men, despite potentially requesting lower amounts.

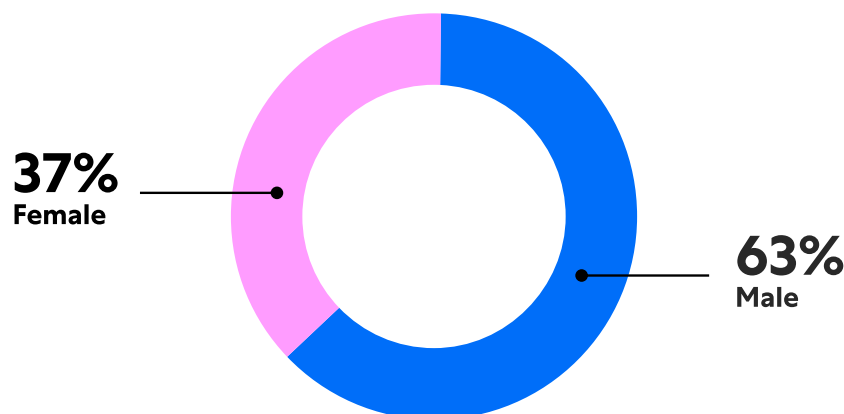
5. Sourcing a Diverse Workforce:

We have expanded our candidate pool by forming external recruiting partnerships. Kaltura collaborates with third-party organizations to source and recruit potential candidates from diverse population groups.

- 'FURSA': We collaborate with 'FURSA', a non-profit under The Portland Trust, to recruit candidates from the Arab sector in Israel, focusing on integrating talented Arab youth into the hi-tech industry.
- 'KamaTech': We partner with 'KamaTech' to recruit Orthodox female candidates, supporting the integration of Ultra-Orthodox individuals into the workforce.

Recruitment Overview

Employees Recruitment 2023



Employees Engagement

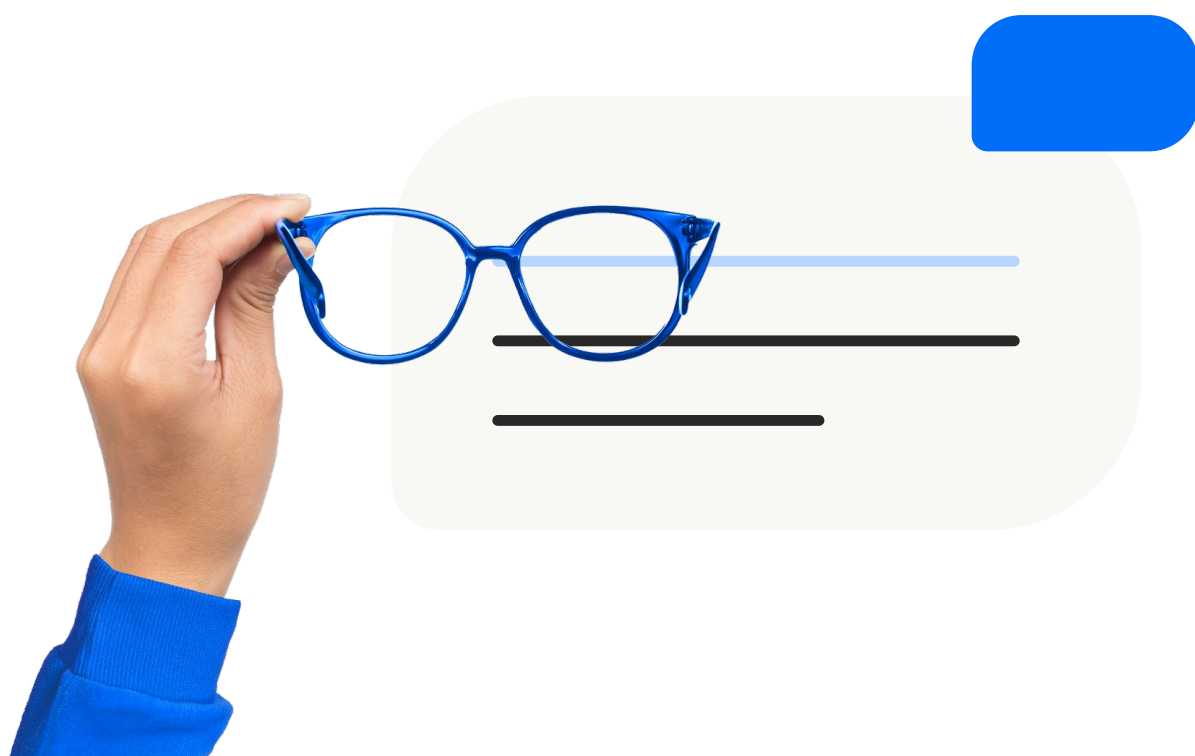
It's not just about where you work, but also how and with whom you work. At Kaltura, we believe that recognizing and valuing individual opinions and perspectives leads to collective success. Therefore, we foster a feedback-driven culture. We are convinced that feedback promotes open dialogue, builds trust, and enhances collaboration. By encouraging an open mindset, we empower our employees and strengthen our organization.

Our core principle is to create a collaborative, equitable, inclusive, and agile work environment for employees everywhere. To support this, we have established multiple feedback initiatives that encourage ongoing, respectful, and integrity-based feedback among our employees:

1. Employee Engagement Survey:

Our primary feedback tool is the annual global employee engagement survey, which serves as the main feedback channel for all employees:

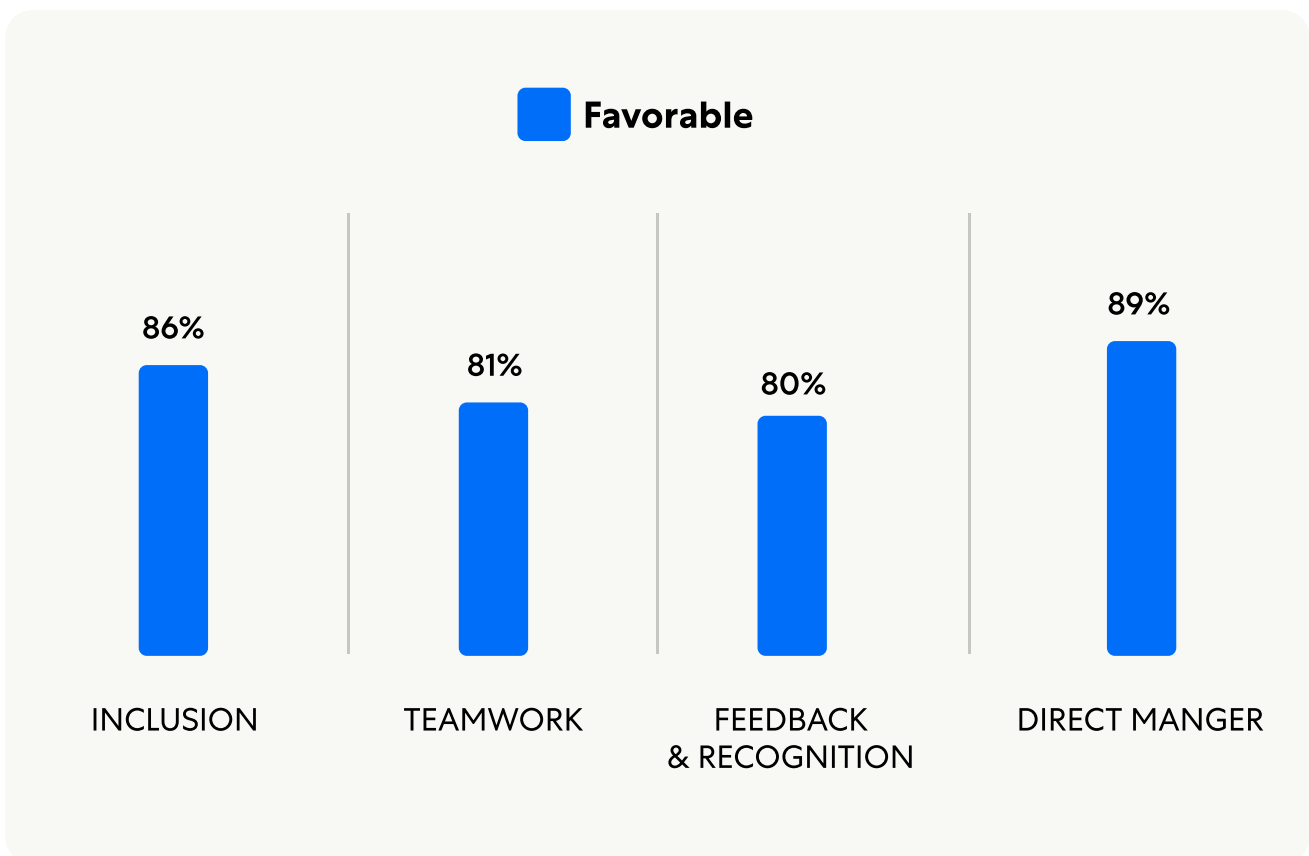
This survey provides crucial data for managers, employees, and Human Resources (HR) to identify new measures, areas for improvement, and initiatives that cultivate a culture of dialogue and collaboration in the workplace. Constructively receiving feedback and acknowledging diverse perspectives helps us better understand underrepresented groups and gain employee insights, contributing to a more inclusive workplace.



Kaltura has been conducting employee satisfaction surveys since 2022 using an external professional platform called "Culture Amp." The questions for the surveys are chosen by Kaltura in collaboration with Culture Amp, based on the company's specific needs.

Once each survey is completed, data analysis is conducted, and the results are presented to senior management. These findings are then shared with all employees through the company internal portal. Also, we encourage managers to discuss the findings with their teams and commit to implementing actions that foster effective change in our workspace. The insights from the survey are used to create work plans for the rest of the year, addressing the company's strengths and areas needing improvement.

In 2023, we attained an impressive 88% participation rate in our employee engagement survey. The survey uses a rating scale that ranges from unfavorable (representing a low score) to favorable (representing a high score). Among other insights, the survey uncovered the following:



2. Performance Reviews:

We engage in annual performance conversations that are supported by feedback from colleagues and managers. Our approach to performance emphasizes creating a framework that values employee expectations, clarifies goals, provides constructive feedback, and rewards performance.

3. Grievance Reporting System:

In certain locations, we maintain a grievance reporting system which is crucial for identifying and preventing unethical or illegal behavior within the organization, supporting a culture of transparency and integrity. In addition, we've implemented multiple worldwide reporting options - in person, via a hotline, and through an internal online whistleblowing portal - to ensure employees feel secure and confident in raising their concerns. All reports will be treated with sensitivity and discretion, maintaining confidentiality.



Benefits & Wellbeing

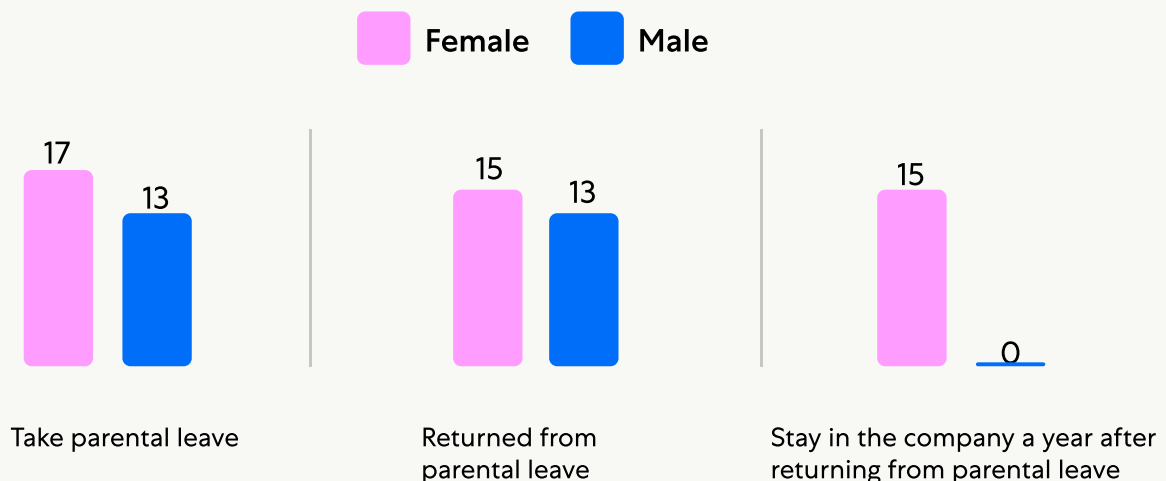
We believe that every employee plays a vital role in our success. Our goal is to create an environment where employees can perform at their best. To recognize their contributions and attract top talent, we offer competitive compensation along with a wide range of benefits and programs designed to meet the evolving needs of our workforce and support their well-being. These include:

Financial Support

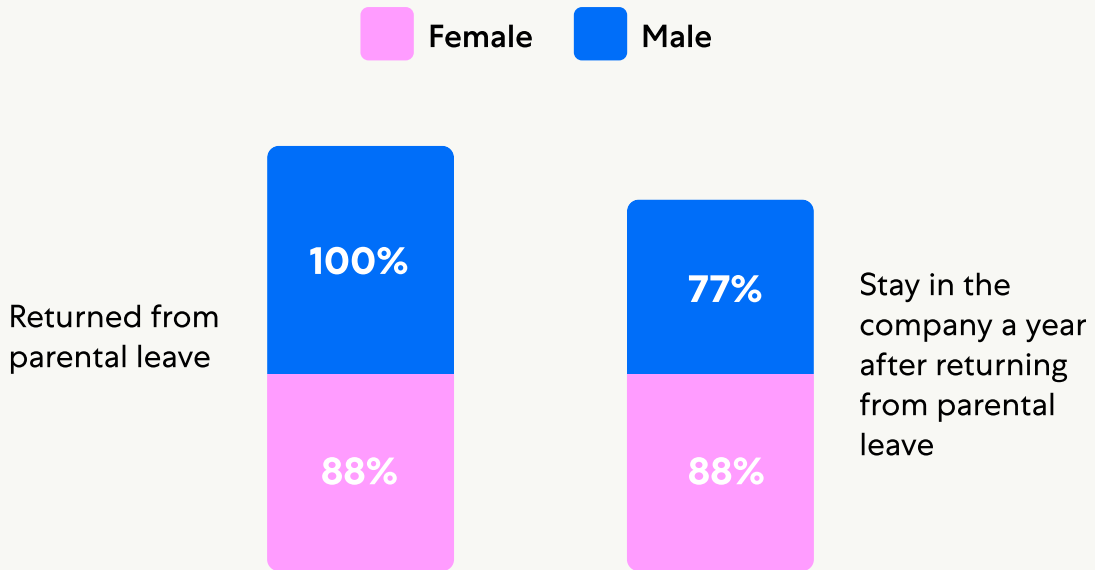
Companywide

- 1. Performance-Based Financial Bonuses** upon managers' discretion.
- 2. Equity Incentive Plan:** Most full-time employees receive equity, becoming vested owners, sharing in the company's long-term success.
- 3. Paid Sick Leave** (in the USA, including the benefits provided under the Family and Medical Leave Act (FMLA)).
- 4. Paid Time Off (PTO):** The company offers a flexible PTO policy to accommodate employees' diverse needs, including wedding days and more.
- 5. Holidays:** Full-time employees are eligible for paid national holidays at all locations, subject to local laws.
- 6. Employee Gifts:** Vouchers in varying amounts are provided for personal events such as birthdays, weddings, births, sick days, and more.
- 7. Workers' Compensation Insurance:** Employees are covered for medical expenses and partial salary continuation in case of work-related accidents or illnesses (not applicable to remote employees in EMEA and APAC).
- 8. Parental Leave:** Kaltura offers paid parental leave to all employees, including fathers, the LGBTQ+ community, and surrogates.

Companywide



Israel



(The Israel office represents more than 53% of our workforce)

Israel

1. **Education Fund**
2. **Pension Fund**
3. **Severance Pay**
4. **Lunch Allowance:** Part of the salary includes a lunch allowance of NIS 900 monthly.
5. **Holiday Gifts:** Employees receive a gift card or shopping voucher worth NIS 500 for three different holidays.

USA

1. **Savings Plan**
2. **Employee Discount Program:** Accessible through the internal company portal, this program allows employees to receive discounts of up to 40% on over 4 million products and services, including: groceries, travel, entertainment, family, financial services. home & auto, health & wellness.

Healthcare and Welfare support

Companywide

1. **Annual Vacation Leave.**
2. **Health Insurance:** Including dental and vision (not applicable to remote employees in EMEA and APAC).
3. **Life Insurance** (not applicable to remote employees in EMEA and APAC).
4. **Flexible Work Options:** Employees can choose in-person, remote, or hybrid work style to better balance work and personal lives.
5. **IT Equipment:** Each employee is entitled to a work laptop (Mac or Lenovo), monitor, headphones, and keyboard to ensure a comfortable and effective work-from-home setup.
6. **Team Building and Social Events:** These events include catering services, symbolic gifts, and social activities for team building purposes. Occasionally, these events also involve employees' families.
7. **Mental Support:**

Israel

A psychological service known as "situational service" offers 5 sessions with a psychologist of the employee's choice, followed by a subsidized rate. The service is also available to first-degree family members.

USA

An Employee Assistance Program (EAP) is available to help employees and their eligible family members address personal issues (such as family distress, alcoholism, and drug abuse). The EAP offers voluntary, confidential, and professional counseling, along with referrals to local community treatment services. All employees are encouraged to use this service.

EMEA & APAC

Kaltura provides access to the Plumm wellbeing app through MS Teams. The app features a comprehensive library of mental health tools, as well as live chat and video therapy sessions with qualified therapists.



Israel on-site welfare benefits

(The Israel office represents more than 53% of our workforce)

- 1. Breakfast:** The company offers a rich breakfast to its employees through a catering service.
- 2. Healthy Nutrition:** The office kitchen is stocked with health shakes, protein bars, matcha, and more. Additionally, there is a spice garden available for employees' use, featuring fresh, preservative-free plants and spices to promote a healthy lifestyle and encourage proper nutrition.
- 3. Sport Activities:** Access to the gym is available from 6:00 AM to 9:00 PM. Also, the office also has fully equipped bathrooms and showers, including towels and toiletries.
- 4. Meditation Corner:** A dedicated meditation corner is available for employees in the office to meditate and relax.
- 5. Breast Cancer Screening:** Annual breast cancer screenings are provided for all female employees of Kaltura in Israel.



Training & Development

Career Advancement

At Kaltura, we create an inspiring environment that aligns with employees' aspirations and skills, attracting new talent and promoting ongoing growth. From onboarding onward, we support "Kalturians" in their career development, helping them transition their skills from tactical to strategic as they progress. In 2023, the average training hours per employee at Kaltura was 18.5 hours.

Regulatory and Compliance Training

Regulatory and compliance training is overseen and conducted by our Legal and Human Resources departments.

- **Code of Business Conduct and Ethics:** Every year, all employees are required to read the company's Code of Ethics. This code covers various issues, including conflict of interest, compliance with regulations, environment, health and safety, harassment and discrimination. At the end of this process, employees must sign a declaration confirming that they have read and understood the code's requirements.
- **Sexual Harassment Regulations:** At our Israel headquarters, there is an annual mandatory in-person training session on sexual harassment, with attendance monitored by the Human Resources department and the company's sexual harassment officer. Additionally, in our EMEA, APAC and USA offices, all employees are required to complete an annual online training on sexual harassment.

Professional Training

Kaltura offers a range of learning courses on a platform known as "Horizon" categorized into various sub-fields of enrichment and training:

1. **Personal Professional Training:** We acknowledge the importance of employees developing future-oriented capabilities and acquiring skills to adapt to evolving markets and organizational needs. In addition to cultural and soft skill development, our functional training includes opportunities such as digital upskilling and scientific training for growth in specific areas. The learning platform includes e-learning courses tailored to employees' personal interests and professional enrichment, beyond their job requirements. These courses encompass a range of professional skills like Excel proficiency, writing, and programming languages. Some courses even offer professional training certificates upon completion.

- 2. Advanced Skills:** The company grants access to a variety of ongoing personal enrichment courses for all employees. These courses span numerous study areas, including teamwork, problem-solving, communication, time management, networking, and more.
- 3. Mentoring and Coaching:** Every employee is entitled to receive three sessions at the company's expense with a mentor of their choice, who will guide them on their professional journey.

Additionally, apart from the digital platform, Kaltura offers in-person professional courses and workshops. The company ensures that each team is provided with the necessary training aligned with the nature of their roles and the company's needs. This training can be conducted on or off premises.

Leadership Training Programs

We have introduced a systemic learning and leadership portfolio, continually enhancing it based on our High-Impact Culture principles and core behaviors to cultivate higher levels of accountability, inclusiveness, and engagement. Our extensive leadership development program spans every stage of leadership and includes:

- 1. Women's Dedicated Mentoring Program:** A global program consists of 10 sessions between a mentor and a mentee. Mentors receive specialized training from a company-affiliated psychologist. Even after the program concludes, the mentor-employee relationship is maintained.
- 2. Management Training Course:** There is a specific course designed for each management level. This interactive, multi-month course aims to enhance the management and leadership capabilities such as decision making, feedback, motivation, and emotional intelligence of future managers within the company.
- 3. Thought Leadership Course:** A global program that is designed for employees with significant social influence who can contribute to the company's branding. This 10-session course equips them with the skills to manage and amplify their influence both within the company and externally, particularly towards clients. The program provides training in writing business and marketing content (such as LinkedIn posts, blogs, articles), storytelling, public speaking, and more. This course supports the employee's professional and personal development, emphasizing the value of investing in the individual for their future growth.

Employees Reviews

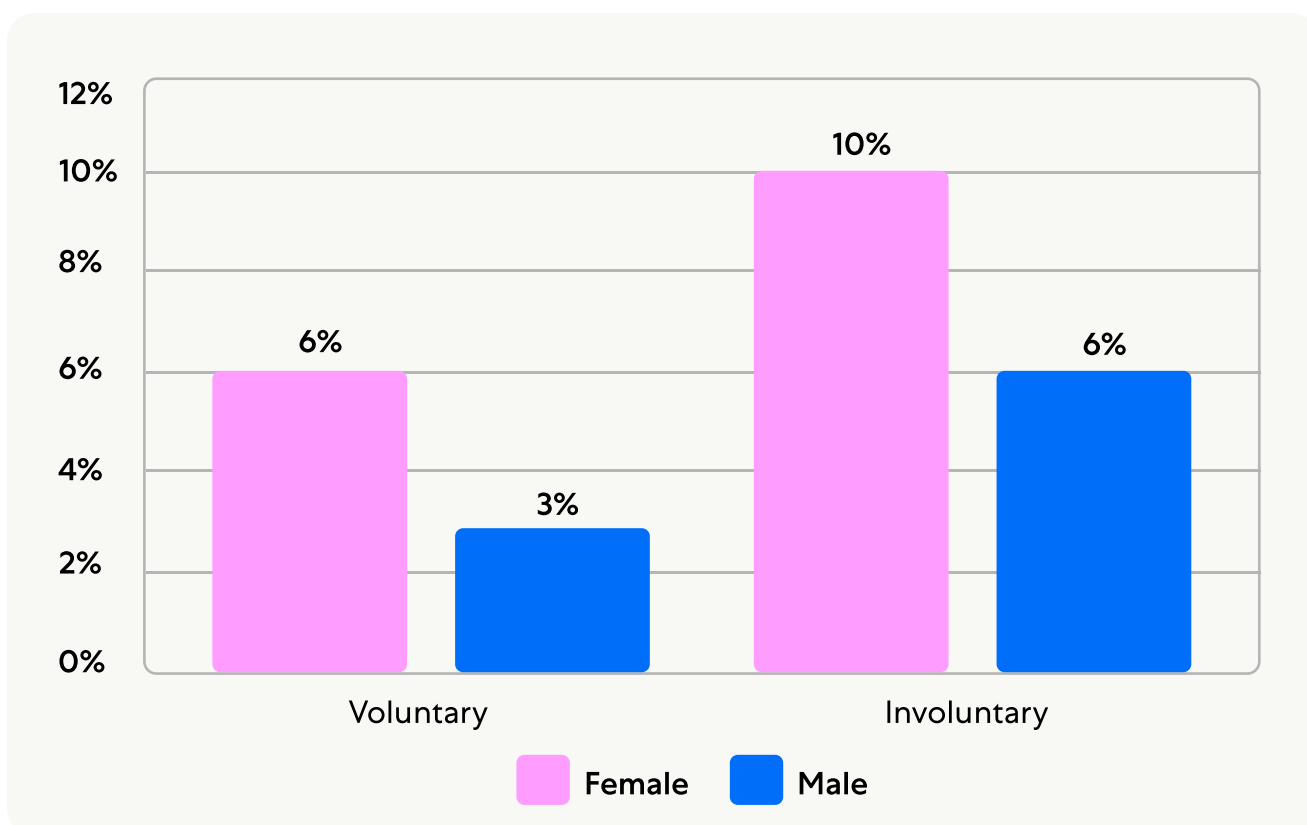
Our holistic approach is focused on developing, engaging, and retaining our top talent. This strategy is tailored to meet the unique needs of each individual by helping them create customized development plans, thereby enhancing their impact within the organization.

To support our employees' ongoing growth, we conduct comprehensive annual reviews that evaluate their performance. These reviews provide valuable insights and feedback, enabling employees to identify areas for improvement and set personalized goals. By fostering an environment of continuous development, we aim to maximize both individual and organizational success.

Employee Turnover

The Human Capital Team closely monitors this performance metric, as it provides valuable insights into workforce stability and satisfaction. By tracking these trends, the team can swiftly implement targeted interventions to address any issues that may be causing higher turnover rates within specific departments or business units. This proactive approach helps ensure a more stable and engaged workforce, ultimately contributing to the organization's overall success.

Employee Turnover - Voluntary Vs. Involuntary



Community Relations

At Kaltura, we view ourselves as integral members of society and adhere to the principle that a successful business should actively participate and collaborate in social initiatives. Our mission is to influence society positively through our products, technologies, and community involvement. For this reason, we leverage our unique strengths and capabilities to advance a variety of social initiatives, aspiring to have a substantial impact on a larger scale and contribute to a more sustainable, equitable, and prosperous world.

Volunteering Initiatives

Kaltura is committed to responsible business growth, we encourage volunteering and community engagement, believing it benefits both individuals and the company. Kaltura participated in a long list of social initiatives for 2023, as mentions below:

- 1. Annual Mandatory Volunteering:** Each year on Israel's Day of Good Deeds, all employees at Kaltura's Israel headquarters participate in mandatory volunteering during work hours. In 2023, their efforts focused on distributing food baskets for the "Unique Kindness Patrol" association ("Sahai"). The Sahai Association is a national organization comprising young people from diverse backgrounds, addresses community needs by secretly distributing food, renovating homes for the elderly, alleviating loneliness, volunteering with Holocaust survivors, collaborating with people with disabilities, and combating bullying against children.
- 2. Distribution of Food Baskets:** Employees in the UK and USA participated in a volunteer initiative to deliver food baskets to homebound individuals, ensuring that those unable to leave their homes received the necessary nourishment and support.
- 3. Matchable Website:** Utilizing a B2B platform that provides unique up-skilling opportunities for employees by engaging them with exciting non-profits and impactful startups through innovative volunteering projects. This platform is specifically designed for the Company's remote employees.
- 4. Code4Ukraine Project:** Kaltura organized a humanitarian event to support the integration of Ukrainian refugees, collecting and donating essential equipment for those who fled the war. Additionally, the company took part in a tech hackathon aimed at developing solutions to assist refugees in need.

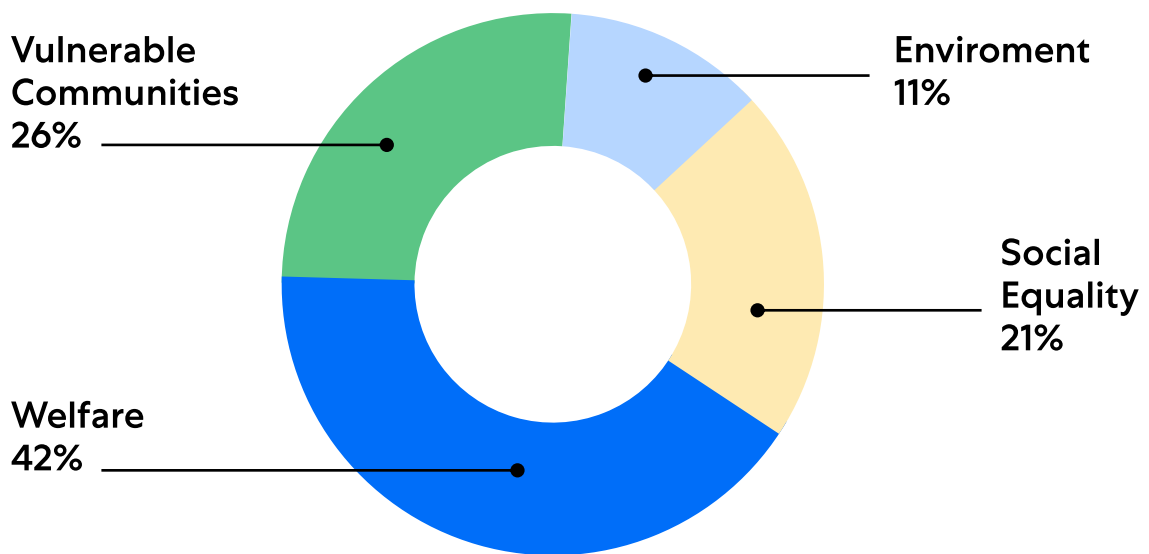
5. **Spread a Smile:** A UK-based charity aids ill and hospitalized children through in-person visits and events. During the pandemic, Kaltura enabled the charity to continue entertaining children by providing its platform for free. This initiative led to the creation of SmileTV, which continues to share uplifting video content.
6. **We Hear You:** In partnership with Unistream, Kaltura hosted a virtual earphones party for seniors through their platform, promoting connectivity and social interaction across all age groups.
7. **Granting Wishes:** Kaltura partnered with the Israeli Make-A-Wish Foundation to fulfill the wishes of ten children with life-threatening illnesses. Over 80 employees took part in this initiative, and the company also made a financial contribution to support this important cause.
8. **Environmental Activities:** Employees engaged in various activities in partnership with 'Im Hateva,' an organization dedicated to environmental and social responsibility. These activities included painting, planting, and volunteering at the farm's boarding school.
9. **Holocaust Survivors Project:** Kaltura voluntarily supplies the appropriate technological infrastructure for a non-profit organization that offers TV-channel packages to Holocaust survivors in their native languages.

We also take part in various ad-hoc volunteer activities, partnering with chosen NGOs and non-profits to build sustainable collaborations

10. **'She Code' Association:** Since 2021, Kaltura has embraced the 'she code' association. This association dedicated to helping women transition into the high-tech field. The organization aims to encourage and integrate women into technological industries through industry lectures, study series, coding events, and providing a supportive community. Kaltura contributes by offering workspaces for learning and mentoring by Kaltura women, providing both emotional and educational support.
11. **'Shavot' Association:** Since 2021, Kaltura has supported 'Shavot', an association aimed at empowering girls by enhancing their self-worth and providing tools to achieve their ambitions. Kaltura contributes by providing workspaces for conferences and lectures, and its women actively participate in "Israeli Girl's Week," promoting female empowerment and career integration to high school girls.

12. 'Women in HighTech' Community: In 2023, Kaltura partnered with Women in HiTech Network, a community promoting gender diversity in tech. This network connects skilled professionals with companies valuing diversity and inclusion. Kaltura hosts two annual seminar days led by Kaltura women, focusing on labor market reintegration after parental leave and female empowerment (career advancement, public speaking, storytelling, and more).

Our community engagement activities for 2023 focus on 4 key areas: social equity, vulnerable communities, welfare and environment:



Monetary Donations

Since our founding, we have dedicated resources to various local non-profit organizations that align with our core values. In the year 2023, the company made significant monetary donations, as outlined below:

1. Kaltura supports the Association for the LGBTQ+ in Israel by funding Pride Month events and offering comprehensive assistance to the community.
2. During Hanukkah holiday, Kaltura allowed Israeli employees to donate the value of their company gifts to non-profits via an internal portal. In 2023, 60% of headquarters employees chose to contribute, resulting in a significant community donation.
3. Kaltura collaborated with the Make-A-Wish Foundation, contributing financially to fulfilling the wishes of ten children with life-threatening illnesses.

Protect the Environment

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Energy Consumption & Gas Emissions

Enhanced Energy Efficiency

We are committed to minimizing our environmental impact by prioritizing sustainable practices in our product design, operations, facilities, and stakeholder relationships, with a focus on reducing energy consumption and carbon footprint.

In designing our offices, we aimed to minimize their carbon impact and adhere to internationally recognized, industry-leading green building standards. For instance, our headquarters in Israel, which accounts for approximately 83% of our office space by area in 2023, employs energy management strategies, building optimization, and data analytics to enhance efficiency, as outlined below:

- Electricity use is carefully monitored to be as efficient as possible, based on regular reports.
- Office lights turn off automatically at certain times and are controlled by motion sensors.
- Cooling systems and air conditioners are regularly checked to avoid energy waste.

GHG Emissions Assessment Data

In 2023, we initiated the calculation of our annual carbon footprint, marking our first year of assessing GHG emissions. We have collaborated with an external sustainability consultancy to measure our greenhouse gas (GHG) emissions footprint.

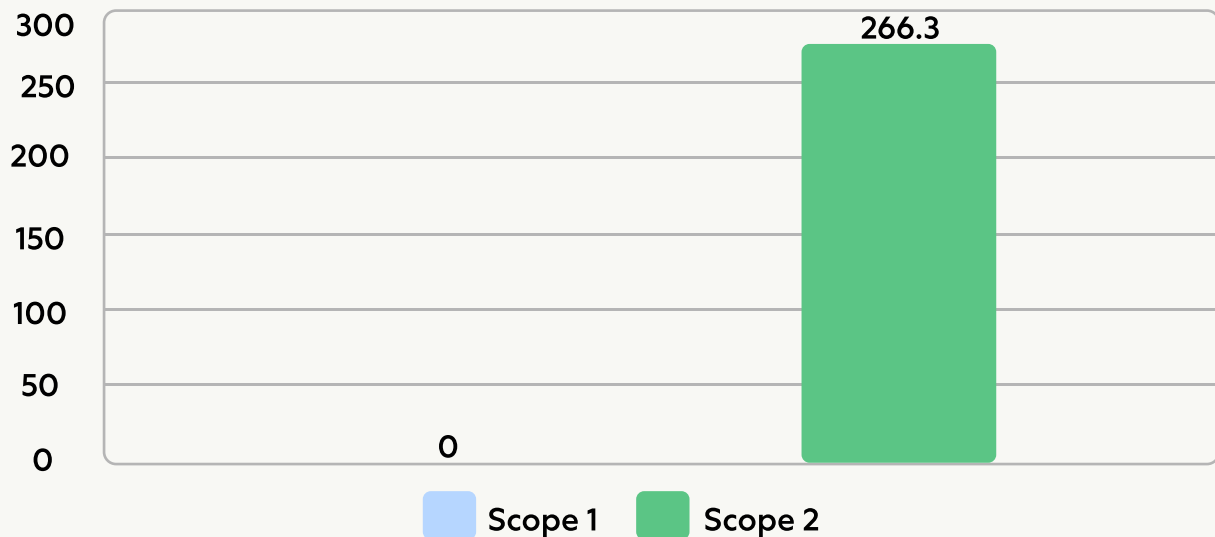
We developed our emissions inventories using accounting methodologies and emission factors specified by the Greenhouse Gas Protocol.

In 2023, our total GHG emissions were approximately 266.30 metric tons of carbon dioxide equivalent (MtCO_{2e}).

Source	CO ₂ Kg	CH ₄ Kg c02e	N ₂ O Kg c02e	Total CO ₂ E Kg	Total CO ₂ E MT	% of Total emissions MTCO _{2e}
Scope 1 - Mobile	0	0	0	0	0	0%
Scope 2 - Location base	265.568.32	127.47	608.93	266,305	266.3	100%

- Scope 1 emissions accounted for **0%** of our carbon footprint, as the company does not utilize transportation sources (such as company vehicles and aircraft), natural gas or fuels combustion in its operations.
- Scope 2 (location-based) emissions accounted **100%** of our carbon footprint, due to the electricity demands of our leased assets. Consequently, Scope 2 emissions are a primary focus of our decarbonization efforts.

Scope 1 Vs. Scope 2 (CO₂e metric tons)



Reducing Carbon Footprint

We are committed to reducing emissions across our operations and value chain. Key initiatives include the adoption of energy-efficient and low-carbon facilities, the promotion of sustainable travel, and active engagement with our suppliers.

We employ a variety of strategies to address carbon emissions and are dedicated to making significant contributions to the development of both nature-based and technology-based carbon removal solutions.

As we advance these efforts, we will provide an annual disclosure that details our carbon emissions, outlining our journey to achieving net-zero.

Waste Treatment

At Kaltura, we are committed to reducing the environmental impact of office waste. Our environmental strategy includes a goal to consistently decrease landfill waste each year. We actively work to minimize waste generation in our offices to reduce our overall environmental footprint. Below are our waste reduction initiatives:

- The office building in Israel aims to comply with green building standards by facilitating the recycling of cardboard packaging and electronic waste, including IT equipment, batteries, cables, computer keyboards, and more.
- Solid waste generated from our Israeli office is effectively recycled and managed in partnership with "Amanir Recycling Industries Ltd," an external company that specializes in collecting and recycling paper and cardboard for reuse. Amanir provides Kaltura with color-coded waste bins for various materials (paper, bottles, packages, cardboard, etc.), and at regular intervals, the waste is collected for recycling. This waste separation process allows for the recovery and recycling of raw materials.
- We encourage our teams to recycle paper, glass, and cardboard and to reject plastic bottles in favor of refills from our on-site water coolers.
- We have eliminated single-use plastic cups and utensils from Kaltura's offices in Israel, USA, UK and Singapore, providing reusable kitchen supplies instead - resulting in 90% usage of reusable items, with any disposable items being biodegradable.
- We make minimal use of paper for printing and documentation,
- As we securely store most of our data in digital form.



Water Management

Water scarcity is a growing global concern. The world is experiencing an unprecedented water crisis, with global freshwater demand expected to exceed available resources. Climate change has further aggravated water stress, causing destabilizing droughts and unpredictable flooding worldwide. Therefore, sustainable water management is a critical part of our environmental protection strategy. Globally, our offices use water for various purposes such as food preparation, cleaning, hygiene, irrigation, and maintaining cool workspaces. We are dedicated to improving our water management practices across Kaltura's offices worldwide. For instance, at our largest site in Israel, we utilize air conditioner water for irrigation and have implemented a leak detection system to prevent excessive water usage and flooding. We are committed to enhancing water protection and sustainable management by ensuring our water use and wastewater discharge do not harm ecosystems. Our goal is to improve community water quality and reduce environmental impact across our operations.

Climate Action

Climate change is one of the major challenges facing society in the 21st century. Climate change is an urgent threat to human well-being and the health of the planet. Since climate action and energy efficiency will pay off in the long run – both for the environment and our business – we have also made it our mission to help stem the tide of climate change.

Minimizing negative environmental impacts and taking effective climate action requires a holistic approach. We understand that transitioning to a sustainable future demands collaboration and depends on strengthening partnerships.

To promote strong sustainability outcomes, we have driven significant public engagement by hosting multiple flagship events on an annual basis. These events involve our business partners, customers, stakeholders, and potential clients. As part of Kaltura's commitment to sustainability and environmental preservation, participants are invited to contribute to environmental causes. Each participant chooses an activity that promotes a greener world from a predefined list curated by Kaltura (see the chart below). Kaltura then donates on behalf of the participants to a third-party organization, Dots. Eco, which implements the chosen goals.



2023 Chosen Activities

Green Activities	Number
Buy 10ft land for nature reserves	436
Carbon 10 kg of offset	348
Clean 1 lb. ocean plastic	4395
Coral restoration fragment (Number of reef areas being planted)	2025
Plant 1 tree	839
Protect 1000 meter of marine area	2047
Save sea turtle hatchling	1975
Money amount	7,850 \$

Through this initiative, Kaltura empowers everyone to participate in the transition to a sustainable economy and also fosters a sense of responsibility and shared mission among its partners, enhancing environmental awareness.



Governance

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Corporate Information

Our commitment to strong corporate governance is reflected in the way we are structured, the way we engage with our customers and in the trust, we receive from our stockholders. By upholding values such as integrity, engagement, respect, and performance, we foster personal responsibility and accountability in our operations. Our governance frameworks established best-practice processes and procedures to assure transparency, alignment, functionality and efficiency among the Board of Directors and its committees, management, and stockholders. We are focused on assuring compliance with legal and regulatory standards, enhancing accountability and securing our stockholders' interests, alongside with pursuing the Company's long-term success.

Our Board of Directors

General

Our Amended and Restated Certificate of Incorporation and Amended and Restated Bylaws set forth our corporate governance regime, which is monitored and supervised by our Board of Directors (herein, the "Board"). Among others, the Board applies policies and routines to review, monitor and evaluate the Company's performance, set strategies and policies and guide the management accordingly.

Our Board of Directors has adopted Corporate Governance Guidelines, a Code of Business Conduct and Ethics, and charters for our Nominating and Corporate Governance Committee, Audit Committee and Compensation Committee to assist the Board in the exercise of its responsibilities and to serve as a framework for the effective governance of the Company. You can access our current committee charters, our Corporate Governance Guidelines, and our Code of Business Conduct and Ethics on our website located at investors.kaltura.com.

Board Composition

Our Board of Directors currently consists of six members: Shay David, Naama Halevi Davidov, Ronen Faier, Richard Levandov, Eyal Manor and Ron Yekutieli. As set forth in our Amended and Restated Certificate of Incorporation, the Board of Directors is divided into three classes with staggered, three-year terms.

At each annual meeting of stockholders, the successors to directors whose terms then expire will be elected to serve from their election and qualification until the third annual meeting following their election. Our Amended and Restated Certificate of Incorporation and Amended and Restated Bylaws provide that the authorized number of directors may be changed only by resolution of the Board of Directors. Any additional directorships resulting from an increase in the number of directors will be distributed among the three classes so that, as nearly as possible, each class will consist of one-third of the directors.

The division of our Board of Directors into three classes with staggered three-year terms may delay or prevent a change of our management or a change in control of our Company. Our directors may be removed only for cause by the affirmative vote of the holders of at least two-thirds of the voting power of the outstanding shares of our capital stock entitled to vote in the election of directors.

Board members

Name	Served as a Director Since	Age	Gender	Independent None – Independent [2]	Position with Kaltura
Ron Yekutieli	2006	51	Male	Non-Independent	Chairman and Chief Executive Officer
Eyal Manor	2023	50	Male	Independent	Director
Shay David	2006	51	Male	Independent	Director
Naama Halevi Davidov	2021	53	Female	Independent	Director
Ronen Faier	2021	53	Male	Independent	Lead Independent Director
Richard Levandov	2007	69	Male	Independent	Director

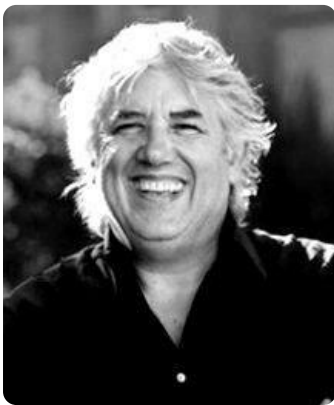
[2] According to Nasdaq's listing requirements, an "independent" director must not have been an employee or engaged in certain business dealings with the company, nor have their family members for at least three years. Additionally, the Board of Directors has determined that no relationships exist that would interfere with the director's independent judgment.



Ron Yekutiel

Chairman and
Chief Executive Officer

Ron Yekutiel is one of our co-founders and has served as our Chief Executive Officer and as Chairman of our board of directors since October 2006. Prior to Kaltura, Mr. Yekutiel co-founded VisualGate Systems Inc., a video surveillance company, in 2003, and cofounded and lead GPSofT Ltd and the Destinator business unit in Paradigm Advanced Technologies Inc., a GPS navigation and tracking company, in 2001. Mr. Yekutiel serves as a member of the board of directors of Kaltura Asia Pte Ltd., an affiliate of Kaltura, Inc., and as a member of the board of directors of various private companies. He received a Master of Business Administration with honors from the Wharton School of the University of Pennsylvania in 2005. Mr. Yekutiel was selected to serve on our board of directors because of the perspective and experience he provides as our co-founder and Chief Executive Officer, as well as his extensive experience with technology companies.



Richard Levandov

Board Member

Richard Levandov has served as a member of our board of directors since 2007. Mr. Levandov has over 30 years of experience as a technology venture capitalist, operator and entrepreneur, most recently as a partner at Avalon Ventures from 2007 to date. Mr. Levandov is active in the Boston, New York City, San Francisco and Seattle venture and entrepreneurial communities. As a past judge on the MIT 100k business plan competition he remains very active in various organizations on both U.S. coasts, promoting the creation of new disruptive enterprises. He received a Bachelor of Science from Binghamton University in 1976. Mr. Levandov was selected to serve on our board of directors because of his extensive experience in the venture capital industry.



Shay David

Board Member

Shay David is one of our co-founders and has served as a member of our board of directors since October 2006. Dr. David previously held various roles with us, including President and General Manager of Media and Telecom from 2016 to 2019, and Chief Revenue Officer from 2012 to 2015. He cofounded Retrain.ai, an artificial intelligence company, in August 2020 and has served as its Chief Executive Officer and Chairman of the board of directors since its founding. He was a post-doctoral fellow at Yale Law School from 2007 to 2008, and received a Ph.D. in Science and Technology from Cornell University in 2008, a Master of Arts from New York University in 2003 and a Bachelor of Science in Computer Science Philosophy from Tel Aviv University in 2001. Dr. David was selected to serve on our board of directors because of the perspective and experience he provides as our co-founder and his extensive experience in the media and technology fields.



Ronen Faier
Board Member

Ronen Faier has served on our board of directors since July 2021. Mr. Faier has served as the Chief Financial Officer of SolarEdge Technologies, Inc., an energy management company, since January 2011. Additionally, Mr. Faier has served as a director of Monday.com since 2021 and a director of Cato Networks since February 2023. Prior to his role at SolarEdge, Mr. Faier has served in various executive positions at publicly traded technology companies such as SanDisk Corporation, a semiconductor manufacturing company, Msystems Ltd., a semiconductor memory devices manufacturing company and VocalTec Communications, Inc., a telecom equipment provider. Mr. Faier is a Certified Public Accountant in Israel. He received a Master's of Business Administration with honors from Tel Aviv University in 2000 and a Bachelor of Arts in Accounting and Economics from the Hebrew University of Jerusalem in 1996. Mr. Faier was selected to serve on our board of directors because of his extensive financial and public company experience.



Naama Halevi Davidov
Board Member

Naama Halevi Davidov has served on our board of directors since July 2021. Dr. Halevi Davidov has been the Chief Financial Officer of XM Cyber Ltd., a global cybersecurity company, since May 2022. Prior to this role, Dr. Halevi Davidov served as a consultant to several technology companies including Simply Ltd. (formerly named JuyTunes), Gloat Ltd. and Healthy.IO. Dr. Halevi Davidov is also serving as a member of the board of directors of Kornit Digital Ltd. (NASDAQ KRNT) since August 2023 and Acteils Networks (NASDAQ ASNS) since May 2022. Dr. Halevi Davidov served as our Chief Financial Officer from November 2012 to August 2017. Dr. Halevi Davidov has also served on the board of our subsidiary, Kaltura Asia Pte Ltd. since February 2015. Dr. Halevi Davidov is a Certified Public Accountant in Israel. She received a Ph.D. in Strategy from Tel Aviv University in 2012, a Master's in Business Administration from Tel Aviv University in 2002 and Bachelor of Arts in Accounting and Economics from Tel Aviv University in 2000. Dr. Halevi Davidov was selected to serve on our board of directors because of her extensive knowledge of and experience with corporate financial strategy.



Eyal Manor
Board Member

Eyal Manor has served on our board of directors since January 2023. Mr. Manor has served as Chief Product & Engineering Officer at Twilio from 2021 to 2023, overseeing CPaaS and Segment's CDP. Prior to that, from 2016 to November 2021 Mr. Manor served as Vice President & General Manager at Google Cloud, where he led a portfolio of technologies, including Kubernetes, Serverless Developer Platforms, Marketplace, and other products. In his previous roles with Google, Mr. Manor was VP of Engineering at YouTube and spearheaded the development of advertising products. Before joining Google, Mr. Manor founded Voice and Video SaaS streaming startup and was in an IAF Research Group. Mr. Manor graduated from Tel Aviv University in 1994. Mr. Manor was selected to serve on our board of directors because of his vast experience \ building successful SaaS products and innovative platform technologies.

Director Independence

Our Board of Directors has determined that Shay David, Dr. Naama Halevi Davidov, Ronen Faier, Richard Levandov and Eyal Manor each qualifies as “independent” in accordance with the listing requirements of Nasdaq. The Nasdaq independence definition includes a series of objective tests, including ensuring that the director is not, and has not been for at least three years, one of our employees and that neither the director nor any of their family members has engaged in various types of business dealings with us.

In addition, as required by Nasdaq rules, our Board of Directors has made a subjective determination as to each independent director that no relationships exist that, in the opinion of our Board of Directors, would interfere with the exercise of independent judgment in carrying out their responsibilities. In making these determinations, our Board of Directors considered the relationships that each non-employee director has with us and all other known facts and circumstances our Board of Directors deemed relevant in determining their independence, including the beneficial ownership of our common stock, convertible preferred stock and/or redeemable convertible preferred stock by certain non-employee directors and the relationships of certain non-employee directors with certain of our significant stockholders. There are no family relationships among any of our directors or executive officers.

As part of maintaining the highest Corporate Governance standards, our independent directors meet in executive sessions without non-independent directors or members of management present on a regularly scheduled basis, but no less than twice per year. Each executive session of the independent directors is presided over by our Lead Independent Director.

Board Leadership Structure

Our Amended and Restated Bylaws and Corporate Governance Guidelines provide our Board of Directors with the flexibility to combine or separate the positions of Chairman of the Board and Chief Executive Officer in accordance with its determination that utilizing one or the other structure would be in the best interests of our Company. Currently, the roles are combined, with Mr. Yekutieli serving as Chairman of the Board and Chief Executive Officer.

Our Board has determined that combining the roles of Chairman of the Board and Chief Executive Officer is best for our Company and its stockholders at this time because it promotes unified leadership by Mr. Yekutieli and allows for a single, clear focus for management to execute the Company’s strategy and business plans.

Our Corporate Governance Guidelines provide that if the Chairperson of our Board of Directors is a member of management or does not otherwise qualify as independent, the independent members of our Board of Directors may elect a lead independent director from among themselves.

Ronen Faier currently serves as our lead independent director. The lead independent director's responsibilities include, but are not limited to: presiding over all meetings of the Board of Directors at which the Chairman is not present, including any executive sessions of the independent directors; calling meetings or separate sessions of the independent directors, approving Board meeting schedules and agendas; and acting as the liaison between the independent directors on the one hand and the Chief Executive Officer and Chairman of our Board of Directors on the other.

Our Board of Directors has concluded that our current leadership structure is appropriate at this time. However, our Board of Directors will continue to periodically review our leadership structure and may make such changes in the future as it deems appropriate.

The Board's Role in Risk Oversight

Risk assessment and oversight are an integral part of our governance and management processes. Our Board of Directors encourages management to promote a culture that incorporates risk management into our corporate strategy and day-to-day business operations. Management discusses strategic and operational risks at regular management meetings and conducts specific strategic planning and review sessions during the year that include focused discussions and analysis of the risks facing us.

Throughout the year, senior management reviews these risks with the Board of Directors at regular Board meetings as part of management presentations that focus on particular business functions, operations or strategies, and presents the steps taken by management to mitigate or eliminate such risks.

Our Board of Directors has an active role, as a whole and also at the committee level, in overseeing risk management. Our Board of Directors is responsible for general oversight and regular review of information regarding our risks, including credit risks, liquidity risks and operational risks.

- ✦ The Compensation Committee is responsible for overseeing the management of risks relating to our executive compensation plans, equity incentive plans and other compensatory arrangements.
- ✦ The Audit Committee is responsible for discussing the Company's policies with respect to risk assessment and risk management, including guidelines and policies to govern the process by which the Company's exposure to risk is handled, as well as overseeing the management of the Company's financial and cybersecurity risks and potential conflicts of interest. Regular briefings are provided to the Audit Committee by management regarding the cybersecurity risk landscape and any significant cybersecurity incidents or occurrences suspected as such.
- ✦ The Nominating and Corporate Governance Committee is responsible for overseeing the management of risks associated with our corporate governance structure and the independence of our Board of Directors.

Although each committee is responsible for evaluating certain risks and overseeing the management of such risks, the entire Board of Directors is regularly informed through discussions with committee members and regular reports from management about such risks, as well as the actions taken by management to adequately address those risks.



Committees of the Board

The Board operates via three standing oversight committees, each governed by its own charter. These charters clearly define the roles and responsibilities of each committee, ensuring their activities are well-coordinated and in harmony with one another and with the Board overall.

Audit Committee

Our Audit Committee assists the Board's oversight of the Company's accounting and financial reporting processes and the audits of the Company's financial statements. Our Audit Committee is responsible for, among other things:

- ✦ Appointing, evaluating, compensating, retaining and overseeing the work of our independent auditor and any other registered public accounting firm engaged for the purpose of preparing or issuing an audit report or related work or performing other audit, review or attest services for us;
 - ✦ Discussing with our independent auditor any audit problems or difficulties and management's response;
 - ✦ Pre-approving all audit and non-audit services provided to us by our independent auditor;
 - ✦ Reviewing and discussing our annual and quarterly financial statements with management and our independent auditor;
 - ✦ Discussing and overseeing our policies with respect to risk assessment and risk management;
 - ✦ Establishing procedures for the receipt, retention and treatment of complaints received by us regarding accounting, internal accounting controls or auditing matters, and for the confidential and anonymous submission by our employees of concerns regarding questionable accounting or auditing matters;
 - ✦ Reviewing and approving or ratifying any related person transactions;
- The members of our Audit Committee meet the requirements for financial literacy under the applicable Nasdaq rules.

The Compensation Committee has the authority to retain or obtain the advice of compensation consultants, legal counsel and other advisors to assist in carrying out its responsibilities.

The Compensation Committee may delegate its authority under its charter to one or more subcommittees as it deems appropriate from time to time.

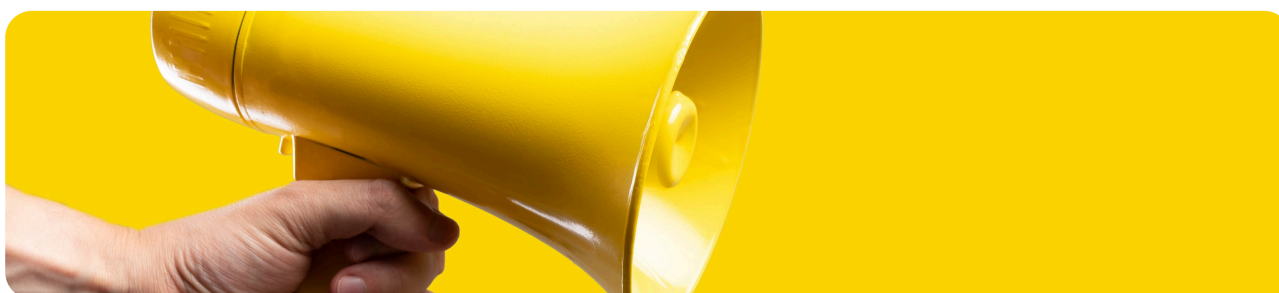
Nominating and Corporate Governance Committee

Our Compensation Committee is responsible for assisting the Board in the discharge of its responsibilities relating to the compensation of our executive officers. In fulfilling its purpose, our Compensation Committee has the following principal duties:

- ✦ Reviewing and approving, or recommending for approval by our Board of Directors, the compensation of our Chief Executive Officer and our other executive officers;
- ✦ Reviewing and making recommendations to our Board of Directors regarding director compensation;
- ✦ Reviewing and approving or making recommendations to our Board of Directors regarding our incentive compensation and equity-based plans and arrangements;
- ✦ Reviewing and discussing annually with management our “Compensation Discussion and Analysis,” to the extent required;
- ✦ Working with our Chief Executive Officer to evaluate our succession plans for the Chief Executive Officer and other executive officers;
- ✦ Preparing the annual compensation committee report, to the extent required by SEC rules.

The Compensation Committee has the authority to retain or obtain the advice of compensation consultants, legal counsel and other advisors to assist in carrying out its responsibilities. The Compensation Committee may delegate its authority under its charter to one or more subcommittees as it deems appropriate from time to time.

Each member of the Compensation Committee qualifies as an independent director under Nasdaq’s heightened independence standards for members of a compensation committee and as a “non-employee director” as defined in Rule 16b-3 of the Exchange Act.



Nominating and Corporate Governance Committee

Our Nominating and Corporate Governance Committee's responsibilities include:

- Identifying individuals qualified to become members of our Board of Directors, consistent with criteria approved by our Board of Directors;
- Recommending to our Board of Directors the nominees for election to our Board of Directors at annual meetings of our stockholders and the persons to be elected by the Board to fill any vacancies on the Board;
- Recommending to the Board of Directors the directors to be appointed to each standing committee of the Board;
- periodically reviewing the Board's leadership structure;
- Overseeing the periodic self-evaluation of our Board of Directors; and
- Developing and recommending to our Board of Directors a set of corporate governance guidelines;

The Nominating and Corporate Governance Committee has the authority to consult with outside advisors or retain search firms to assist in the search for qualified candidates or consider director candidates recommended by our stockholders.

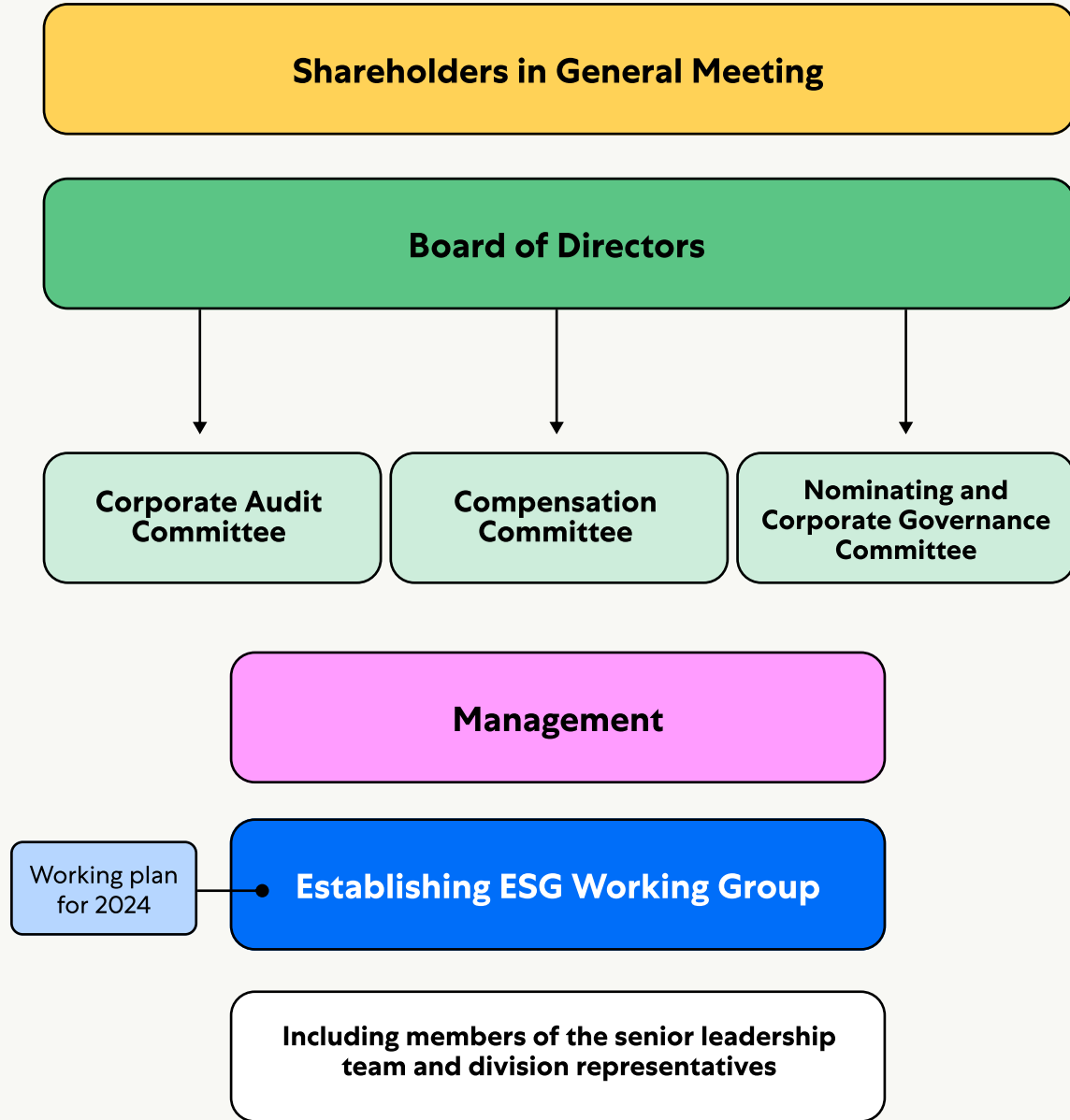
Nomination Process

The Nominating and Corporate Governance Committee is responsible for identifying and evaluating qualified director candidates for the Board. They may solicit recommendations from current directors and executives or consult with outside advisors and search firms. The Committee also consider candidates recommended by stockholders.

The Committee assesses candidates' backgrounds, independence, and potential conflicts of interest to ensure they meet the desired qualifications. In recommending and approving candidates, the criteria used by the Nominating and Corporate Governance Committee in recommending directors and by the Board in nominating directors, are as set forth in the Company's Corporate Governance Guidelines. Under such guidelines, the Committee and the Board may consider many factors, including personal and professional integrity, ethics, relevant experience, diversity of expertise and perspective, and the ability to exercise sound judgment.

The aim is to assemble a diverse and skilled Board that represents stockholder interests and contributes to the Company's success. Additionally, past attendance and contributions of current directors may also be considered for re-election

Kaltura Governance Structure



Ethics and Compliance

Code of Business Conduct and Ethics (“Code of Ethics”)

Kaltura is committed to upholding its core values throughout all areas of its operations. Our Code of Ethics defines these values and provides a framework for conduct in our interactions with colleagues, customers, partners, and stakeholders.

Kaltura is committed to upholding its core values throughout all areas of its operations. Our Code of Ethics defines these values and provides a framework for conduct in our interactions with colleagues, customers, partners, and stakeholders. This Code is applicable to all employees, including directors, officers, and partners, and is publicly accessible on the company's commercial website. In addition, we intend to post on our website all disclosures that are required by law or the rules of Nasdaq concerning any amendments to, or waivers from, any provision of the Code of Business Conduct and Ethics.

Our Code of Ethics underscores the importance of ethical behavior and adherence to legal standards, embedding these principles into our daily operations and organizational culture. It sets forth guidelines for business conduct in various areas, including anti-corruption, gifts and hospitality, conflicts of interest, insider trading, legal compliance, political contributions, public communication, competition and fair dealing, environment, health and safety, harassment and discrimination.

All employees receive our Code of Ethics and are expected to internalize its principles, acknowledging its importance. Each year, our employees must formally confirm their understanding and commitment to its requirements by signing the Code of Ethics. The company's SOX Manager diligently monitors compliance through internal oversight reports, ensuring that all employees have read and signed the Code of Ethics, with a high participation rate of 90%.

Suppliers Code of Conduct

Additionally, Kaltura maintains a dedicated Code of Conduct for suppliers, which aligns with our overarching Code of Ethics to uphold ethical standards throughout our supply chain. Our vendors Code of Conduct outlines the minimum standards that Kaltura expects from its suppliers, covering areas such as labor practices, human rights, harassment, health and safety, environmental protection, and anti-corruption. This Code of Conduct is integrated as a link within the subcontractor's engagement contracts, mandating vendors to adhere to its guidelines. Additionally, the Code of Conduct is made publicly available on the Company's website.

Anti-bribery and Anti-Corruption

The Company is committed to adhering to the U.S. Foreign Corrupt Practices Act (FCPA), UK Bribery Act, unfair competition prevention laws and other relevant anti-bribery and anti-corruption laws in the jurisdictions at which it operates. Such laws prohibit offering, giving, or promising money or any item of value to influence the actions of government officials, political parties, candidates, or international organization officials to win or retain business.

The Company strictly prohibits employees, directors, officers, contractors, and other business associates from engaging in bribery, kickbacks, or inducements to foreign officials, including indirect payments. Violations can result in severe fines, criminal penalties, and disciplinary action, including termination of employment or a request for a director's resignation from the Board.

Kaltura has established an Anti-Bribery, Anti-Corruption (ABAC) policy to address and prevent all forms of corruption and assure its employees, directors, officers, contractors, and other business associates uphold standards aligned with the ethical and reputational standards of Kaltura.

Kaltura is dedicated to reducing the risk of involvement in any form of corruption or bribery, within practical limits and in accordance with applicable regulations and guidelines. Throughout the year 2023, there were no incidents or concerns of corruption at Kaltura.



Conflict of Interest

Employees, officers, and directors (herein, “Insiders”) must prioritize the Company's best interests and avoid any activities or personal interests that could create a conflict of interest. A conflict of interest arises when personal interests clash with the Company's interests, affecting one's ability to perform duties impartially and effectively.

Given the complexity of potential conflicts, certain situations are reported to the applicable corporate instances, such as the involvement of Insiders in any of the following:

- ✦ Outside employment of Executives and senior managers, including service as Board members or other executive positions at third parties
- ✦ Improper personal benefits
- ✦ Contradicting financial interests
- ✦ Loans or financial transactions with the Company or its affiliates or it which it is involved
- ✦ Engagement with family members

Employees and directors must disclose any potential or suspected conflicts of interest. Such reports should be made in writing to the relevant manager, the General Counsel, or the Human Resources Department. Directors and executive officers should report directly to the chair of the Audit Committee. The General Counsel or the Audit Committee will determine if a conflict exists and decide how best to address it. Additionally, Board members and Executives are required to fill out a conflict-of-interest questionnaire on an annual basis.

Related Parties Transactions

Our Board of Directors has implemented a Related Person Transaction Policy to review and approve transactions involving related persons. The legal department identifies potential transactions under the policy, and the General Counsel presents qualifying transactions to the Audit Committee, if any. In such a case, the Audit Committee would review and evaluate the transaction and may decide on its approval or disapproval. The management updates the Audit Committee on any material changes and provides an annual status report on all related person transactions, if and to the extent they occurred. The Board members must recuse themselves from approving transactions in which they are involved.

Anti-Hedging Policy

Our Board of Directors has adopted an Insider Trading Compliance Policy, which applies to all our directors, officers and employees. The policy prohibits our directors, officers and employees and any entities they control from purchasing financial instruments such as prepaid variable forward contracts, equity swaps, collars, and exchange funds, or otherwise engaging in transactions that hedge or offset, or are designed to hedge or offset, any decrease in the market value of the Company's equity securities, or that may cause an officer, director, or employee to no longer have the same objectives as the Company's other stockholders.

Grievance Reporting (“Whistleblower”) System

Kaltura is dedicated to maintaining ethical standards throughout all its operations and does not tolerate any violations of its Code of Ethics, policies, or applicable laws by employees or business partners. Reporting and investigating alleged misconduct are essential to protecting Kaltura's reputation and ensuring accountabilities for all parties involved.

To facilitate this process, we have implemented a Grievance Reporting System with multiple options:

- ✦ Notify the appropriate manager or the Human Resources Department in person.
- ✦ Contact the General Counsel directly.
- ✦ Use a third-party hosted Ethics Hotline, available 24/7, which allows employees and third parties to confidentially or anonymously report any concerns about misconduct or ethical issues.
- ✦ Access the whistleblowing system via an internal online portal at www.whistleblowerservices.com/kltr, enabling employees to report concerns anonymously.

Our mission is to provide a seamless and secure collaboration platform, and to fulfill this mission, we must ensure that our employees and partners feel safe and confident in sharing their concerns. The Grievance Reporting System is a vital mechanism for identifying and preventing unethical or illegal behavior within the organization, fostering a culture of transparency and integrity that builds trust with customers and the public. All reports will be handled with sensitivity and discretion, respecting confidentiality to the greatest extent possible.

The complaint will be addressed and investigated by the General Counsel in collaboration with the Chairman of the Audit Committee. During the year 2023, there were no reported breaches of the Code of Ethics.

Remuneration System

Kaltura's compensation system outlines guidelines for remunerating the company's officers with the goals of rewarding high performance, attracting and retaining top-quality talent over the long term, and incentivizing the achievement of the company's objectives. Kaltura's compensation and remuneration system is both objective and transparent. It supports sustainable growth and aims to maximize corporate value, ensuring that shareholders can observe the alignment between management actions and shareholder value.

Remuneration of Directors

The remuneration of board members is established in accordance with the Company's Non-Employee Director Compensation Policy. The Non-Employee Directors' compensation is not performance-based but rather comprises fixed components such as annual cash payment and equity compensation.

The Non-Employee Directors' compensation is determined based on periodical benchmark reports which are presented to and discussed by our Compensation Committee.

Remuneration of Executive Officers

Our philosophy maintains that the compensation structure for our officers should include a combination of the following elements: an annual base salary, performance-based cash incentives (includes both company goals and individual objectives), and long-term equity-based compensation, aligned with the specific roles and responsibilities of each officer. The method for determining remuneration components and their amounts is reviewed and set each year using a market competitiveness benchmark report and an annual plan that includes both salary and equity components. The compensation plan is annually reviewed and approved by the Compensation Committee.

Furthermore, the Company has enacted Policy for Recovery of Erroneously Awarded Compensation ("Clawback Policy") that enables the forfeiture or claw back of remuneration benefits in the event of an accounting restatement to correct the Company's material noncompliance with any financial reporting requirement under securities laws, including restatements that correct an error in previously issued financial statements (a) that is material to the previously issued financial statements or (b) that would result in a material misstatement if the error were corrected in the current period or left uncorrected in the current period. The above is in addition to any such rights awarded to the Company under law or the employment agreement upon the discovery of any misconduct such as compliance breaches, improper accounting conduct by officers, fraud or embezzlement.

Privacy & Data Protection

Kaltura delivers a secure and reliable software platform engineered with industry best practices and Privacy by Design principles. The company is committed to safeguarding the security, privacy, and integrity of all data, including personal data associated with customers, users, employees, vendors, and partners

Data Security and Cybersecurity

Kaltura has an extensive and professional Cyber security department, organized into various areas such as risk and threat management, strategy management, budget management, compliance and regulation, and cyber security risk training and awareness. Additionally, Kaltura has established formal policies and procedures to ensure the responsible and accurate management of information within the company's systems.

Kaltura adheres to a comprehensive set of security best practices and compliance standards to ensure the utmost protection and integrity of its data and systems. These standards include:

✦ ISO Standards:

- ISO 27001: Information Security Management systems.
- ISO 27701: Privacy Information Management Systems.
- ISO 27799: Information Security Management in health.
- ISO 22301: Business Continuity Management Systems.

✦ AICPA SOC Reports: American Institute of Certified Public Accountants' Service Organization Controls, including:

- SOC 1: Financial reporting controls.
- SOC 2: Controls related to security, availability, processing integrity, confidentiality, and privacy.
- SOC 3: General controls for public distribution.

These standards collectively ensure that Kaltura's practices and infrastructure meet rigorous security, privacy, and operational integrity requirements.



Security Systems and Protection

Kaltura utilizes a harmonized approach with both electronic and physical security measures to ensure the availability, integrity, and continuity of its services, as detailed below:

Physical Security Measures:

Fire detection, climate and temperature controls, physical access security and more.

Electronic Security Measures:

- ✦ **Network Isolation:** The Virtual Private Cloud is logically separated from other customers to prevent data interception.
- ✦ **Access Control:** Servers are safeguarded with restricted access rules, configured solely by authorized personnel.
- ✦ **Server Hardening:** Servers adhere to industry best practices for hardening.
- ✦ **Network Segregation:** The Kaltura Corporate network is entirely distinct from the production network. Only authorized personnel can access the production environment, and traffic between networks is transmitted over an encrypted tunnel.
- ✦ **Scans and Tests:** Security scans and annual penetration tests are conducted by a reputable third-party vendor. The application is routinely tested for common vulnerabilities to evaluate the resilience and quality of protection systems and the company's infrastructure.
- ✦ **IT Consultants:** Engaged on an annual basis.
- ✦ **Security Incident Response Management:** In cases of suspected or confirmed security incidents, whether physical or electronic, Kaltura's engineers follow established procedures.
- ✦ **Antivirus:** Antivirus definitions are updated and monitored regularly by the IT and Operations teams. Employees' laptops are encrypted.
- ✦ **Unified Endpoint Management:** Kaltura utilizes a dedicated tool with a pre-implemented agent on company endpoints to monitor and control updates, data, content, configuration, and encryption of assets.
- ✦ **Risk Management Survey:** Information security risk assessments are routinely conducted throughout company operations:
 1. An internal risk management survey is conducted quarterly and annually, and results are presented to the Audit Committee.
 2. An annual cyber risk assessment is performed.

Security Awareness

Upon joining Kaltura, employees participate in information security awareness training, and they continue to receive periodic training in line with Kaltura's information security policy. This ensures that each group of employees receives security instruction that matches their technical expertise and specific requirements. Moreover, Kaltura's R&D team is consistently trained in secure coding practices.

Incident Reporting

Kaltura employees report security, availability, and confidentiality breaches to the security team, with new hires trained in this process. Incidents are initiated via helpdesk tickets or email, categorized by urgency, and managed through tracked steps in the application.

- ✦ The SVP of Information Security and CISO is notified and allocates resources for investigation.
- ✦ Critical incidents are escalated, and reviews are conducted to learn from them.
- ✦ Customers are informed if their data is affected, adhering to a strict SLA.

Data Privacy

Customer confidentiality is a top priority at Kaltura. We are committed to protecting the rights of individuals when processing personal data, including that of our employees, customers, partners and suppliers. To ensure the confidentiality of our customers' sensitive personal information, Kaltura has implemented stringent security measures. For example:

- **Data Segregation:** Each user request undergoes a validation process using encrypted identifiers, ensuring that only authorized users can access specific data. This process is validated by third-party security checks.
- **Secured Access:** Connections to the Kaltura network and databases are established through a secured connection, which is only accessible from within the production network.
- **Security Protocols:** These protocols are designed to prevent unauthorized access, disclosure, alteration, or destruction of sensitive personal data.
- **Compliance:** Kaltura complies with ISO 27701 (Privacy Information Management).

These measures collectively ensure the strong protection of customer data against unauthorized access and breaches

Business Continuity

Kaltura has implemented a Business Continuity Plan to ensure the delivery of critical services during a disaster, compliant with ISO 22301 (Business Continuity Management). The Company maintains a backup server infrastructure at a separate location within the Cloud provider's environment. This infrastructure is designed to support business-critical services for clients until the primary system is fully restored.

The backup processing environment is managed by appropriate personnel, as is the primary production environment. Kaltura also conducts an annual disaster emergency drill to simulate a business continuity scenario.

Additionally, database backups are performed daily, weekly, and monthly and automatically restored in a separate environment to verify data integrity.



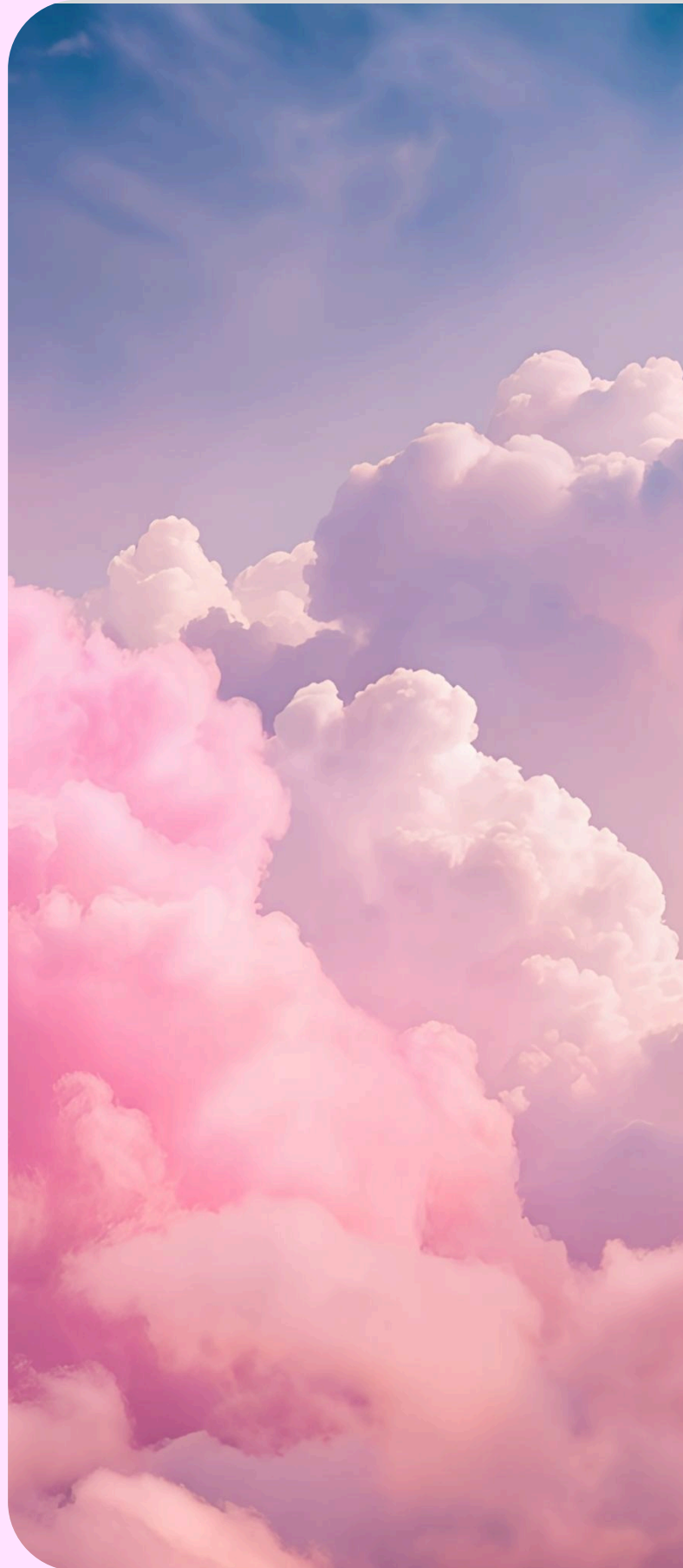
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About This Report

The Kaltura 2023 Sustainability Report offers a detailed overview of Kaltura's goals and accomplishments in environmental responsibility, social and organizational management, and governance performance.

This report marks Kaltura's first update on sustainability. Unless otherwise specified, the quantitative and qualitative data presented herein covers Kaltura's activities from January 1st, 2023, to December 31st, 2023, aligned with Kaltura's financial reporting period. Kaltura plans to publish annual sustainability updates. This report adheres to the latest standards of the Global Reporting Initiative (GRI) and aligns with the guidelines set by the Sustainability Accounting Standards Board (SASB). As we refine our reporting framework, we will aim to broaden the scope of our disclosures.

For further inquiries about this report, please visit corp.kaltura.com.



Forward Looking Statement

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended.

All statements contained in this report that do not relate to matters of historical fact should be considered forward-looking statements, including but not limited to, statements regarding our anticipated future performance, including our ESG goals, expectations, plans, programs, and other initiatives, and objectives and future corporate governance and ESG initiatives, reporting, and activities; our future financial and operating performance, including our guidance; our business strategy, plans and objectives for future operations and our expectations regarding potential profitability and the timing thereof; the expected effect of new releases on our business and financial performance; and general business conditions, including as a result of the pandemic related to COVID-19 and its variants, changes in the economic climate and instability in the banking and financial services sector, changes in the regulatory landscape and requirements, political and military instability, and their impact on our business and financial results.

In some cases, you can identify forward-looking statements by terminology such as “aim,” “anticipate,” “assume,” “believe,” “contemplate,” “continue,” “could,” “due,” “estimate,” “expect,” “goal,” “intend,” “may,” “objective,” “plan,” “predict,” “potential,” “positioned,” “seek,” “should,” “target,” “will,” “would” and other similar expressions that are predictions of or indicate future events and future trends, or the negative of these terms or other comparable terminology, although not all forward-looking statements contain these words.

Any forward-looking statements contained herein are based on our historical performance and our current plans, estimates and expectations and are not a representation that such plans, estimates, or expectations will be achieved. These forward-looking statements represent our expectations as of the date of this report. Subsequent events may cause these expectations to change, and we disclaim any obligation to update the forward-looking statements in the future, except as required by law.

These forward-looking statements are subject to known and unknown risks and uncertainties that may cause actual results to differ materially from our current expectations. Important factors that could cause actual results to differ materially from those anticipated in our forward-looking statements are discussed in Part I, Item 1A, “Risk Factors” in our Annual Report on Form 10-K for the year ended December 31, 2023, filed with the Securities and Exchange Commission (the “SEC”), as such factors may be updated from time to time in our other filings with the SEC, which are accessible on the SEC’s website at www.sec.gov and the Investor Relations page of our website at investors.kaltura.com.

Disclosures

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Operations with significant actual and potential negative impacts on local communities	413-2	Kaltura's operations has no significant actual or potential negative impacts on local communities
Supplier Social Assessment		
Negative social impacts in the supply chain and actions taken	414-2	16, 20, 59-60
Customer Privacy		
Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1	There haven't been any complaints concerning breaches of customer privacy and losses of customer data.

Disclosures

SASB Disclosure Index

Topic	Accounting Metric	SASB Code Disclosure	Page No. and Comments
Environmental Footprint of Hardware Infrastructure	<ol style="list-style-type: none"> 1. Total energy consumed 2. Percentage grid electricity 3. Percentage renewable 	TC-SI 130a.1	42-43
	<ol style="list-style-type: none"> 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	45
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI 130a.3	16
Data Security	<ol style="list-style-type: none"> 1. Number of data breaches 2. Percentage involving personally identifiable information (PII) 3. Number of users affected 	TC-SI-230a.1	<ol style="list-style-type: none"> 1. There haven't any data breaches during 2023. 2. (2) N/A. 3. N/A.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	64-67
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	66
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	N/A
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	Kaltura has not experienced any losses from legal proceedings concerning user privacy during 2023.
	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 1. There haven't been any requests from law enforcement for user information during 2023. 2. N/A. 3. N/A.

Topic	Accounting Metric	SASB Code Disclosure	Page No. and Comments		
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are foreign nationals	TC-SI 130a.1	24		
	Employee engagement as a percentage	TC-SI 130a.2	28-30		
	Percentage of gender and racial/ethnic group representation for 1. Management 2. Technical staff 3. All other employees	TC-SI 130a.3	21-24		
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SI-520a.1	Kaltura has not faced any significant fines or losses from legal proceedings concerning anti-competitive behavior during 2023.		
Managing Systemic Risks from Technology Disruptions	1. Number of performance issues 2. Number of service disruptions 3. Number of total customer downtime	TC-SI-550a.1		OVP	OTT
			1. performance issues	4	11
2. service disruptions			3	43	
			3. customer downtime	-	-
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	67		