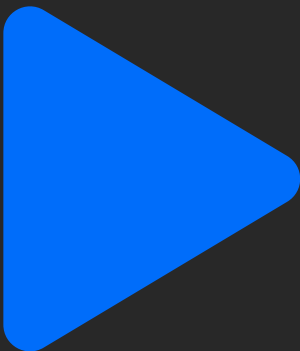
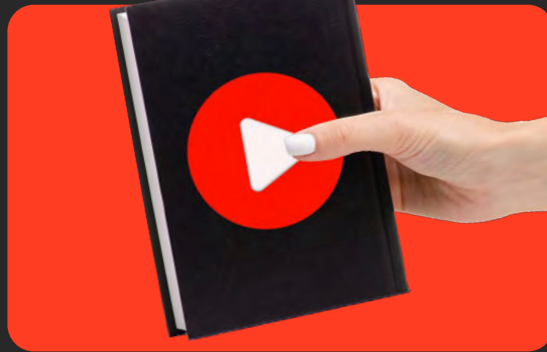


# Kaltura Sustainability Report 2024



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## A Message from Our CEO

I am proud to present Kaltura's second ESG report, highlighting our progress and achievements in 2024.

Kaltura provides AI-infused hyper-personalized, video experiences that boost customer and employee engagement and drive business results for hundreds of leading organizations worldwide. Since our incorporation in 2006, our vision has been to deeply 'videofy' organizational workflows - such as for communication and collaboration, knowledge sharing, events, learning and training, marketing and sales, and customer care - and, by doing so, 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" which resembles the word 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.

In 2024 we made tangible progress in our ESG initiatives through further promotion of sustainable travel via the growing adoption of our market leading video platform by customers, and of course also internally by ourselves at Kaltura, yielding a material reduction in environmental footprint. We also launched in 2024 new disruptive agentic Gen-AI capabilities which enables our users to be far more engaged, productive, and efficient at home, work, and school - further boosting environmental benefits.

We continue to employ at Kaltura a variety of strategies to reduce our carbon emissions and are dedicated to making significant contributions to the development of both nature-based and technology-based solutions, with the goal of achieving net-zero emissions in the coming years. As for our greenhouse gas (GHG) emissions, we had a small increase in 2024 vs. 2023 (4.5%) mainly due to our move into a larger office in Israel in mid-2023 (which had only a partial effect on 2023 emissions, and a full effect on 2024). We expect to see our emissions lowered in future ESG reports, also due to our move into smaller office spaces in the UK and Singapore during 2024.

Our commitment to diversity, equity, and inclusion remains strong, with women representing 36% of our workforce, similar to 2023 and ahead of industry average. We pledge to continue progressing towards gender parity across all roles. We also further deepened our community engagement through additional volunteering and social impact initiatives, reflecting our continued belief that responsible business growth includes creating space for our people to contribute to a more equitable, sustainable, and inclusive world.

We are proud of our ESG achievements and progress to date, and remain committed to continuing to increase our impact and to further prioritizing sustainable practices, innovation, and inclusivity, to ensure a more sustainable and equitable future for all.



**Sincerely,**

**Ron Yekutiel,**  
**Co-Founder, Chairman, President & CEO**

# Kaltura Overview

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- 6 2024 Highlights

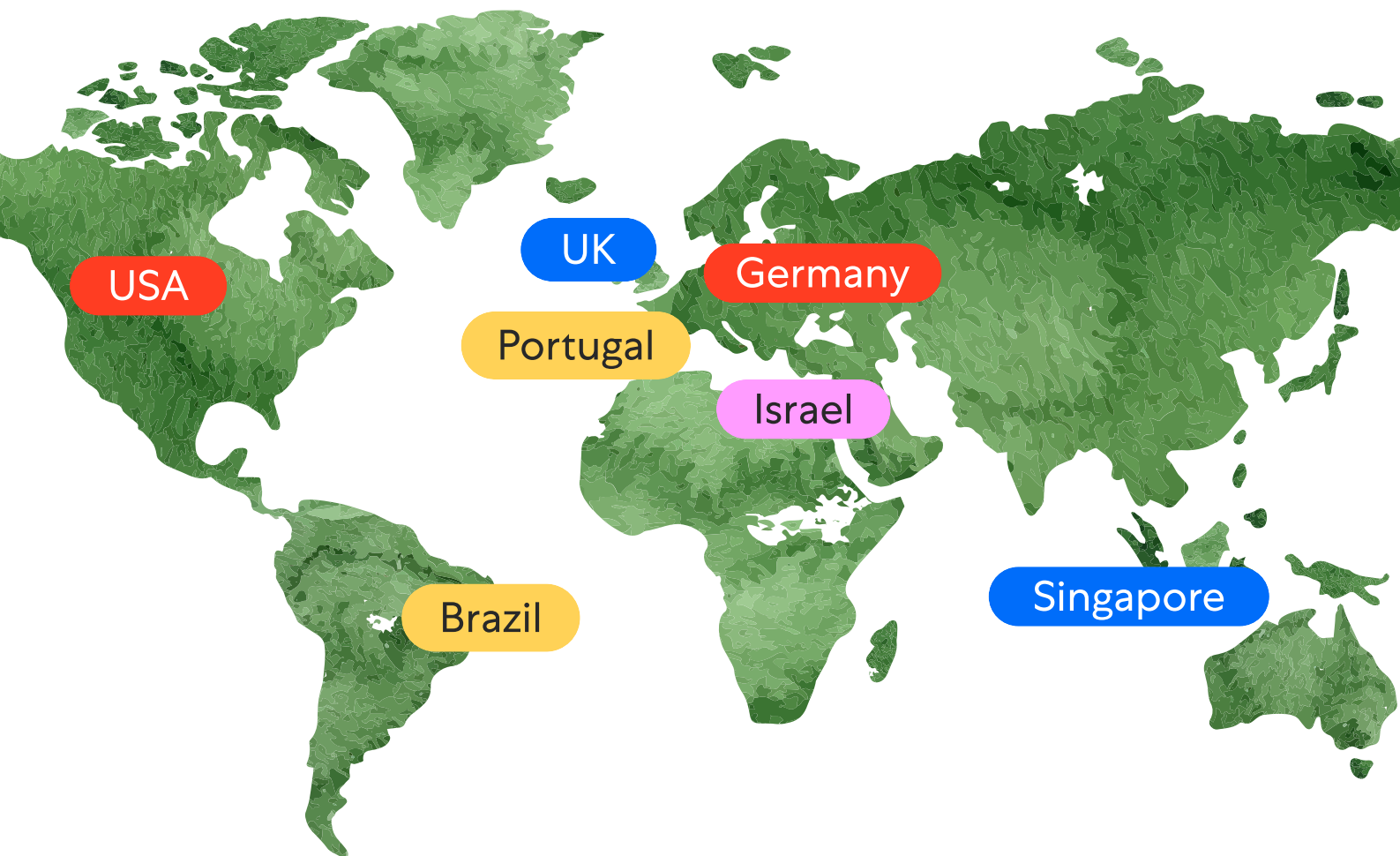


## Who We Are

Kaltura create and power AI-infused hyper-personalized video experiences that boost customer and employee 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 inception in 2006, our vision has been to 'videofy' organizational workflows - such as communication and collaboration, knowledge sharing, events, learning and training, marketing and sales, and customer care.

## Where We Operate

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



## 2024 Highlights

**\$178.7M**

Total revenue for FY24;  
Up 2% year over year

**\$167.7M**

Subscription revenue for FY24;  
Up 3% year over year

**Customers**

30% of top 50 tech companies  
25% of US fortune 100  
50% + of US R1 universities

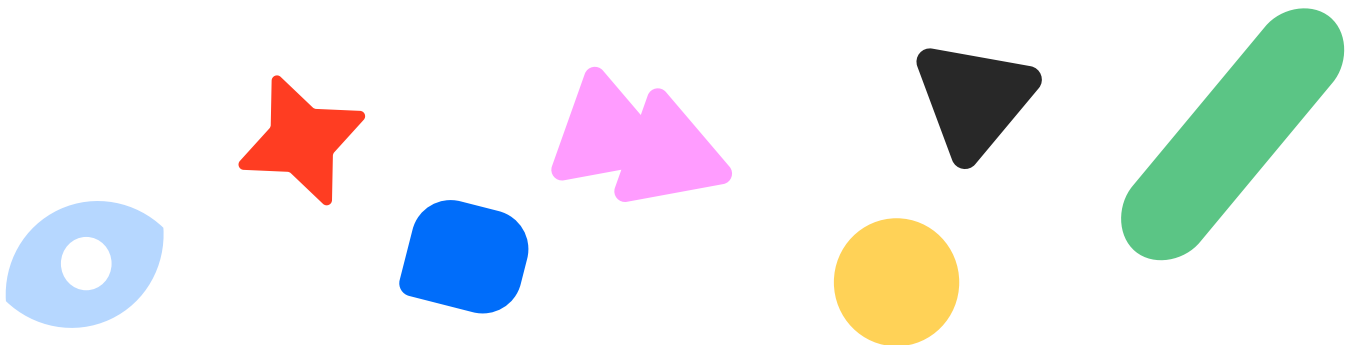
Over

**10M**

active users worldwide

**GenAI**

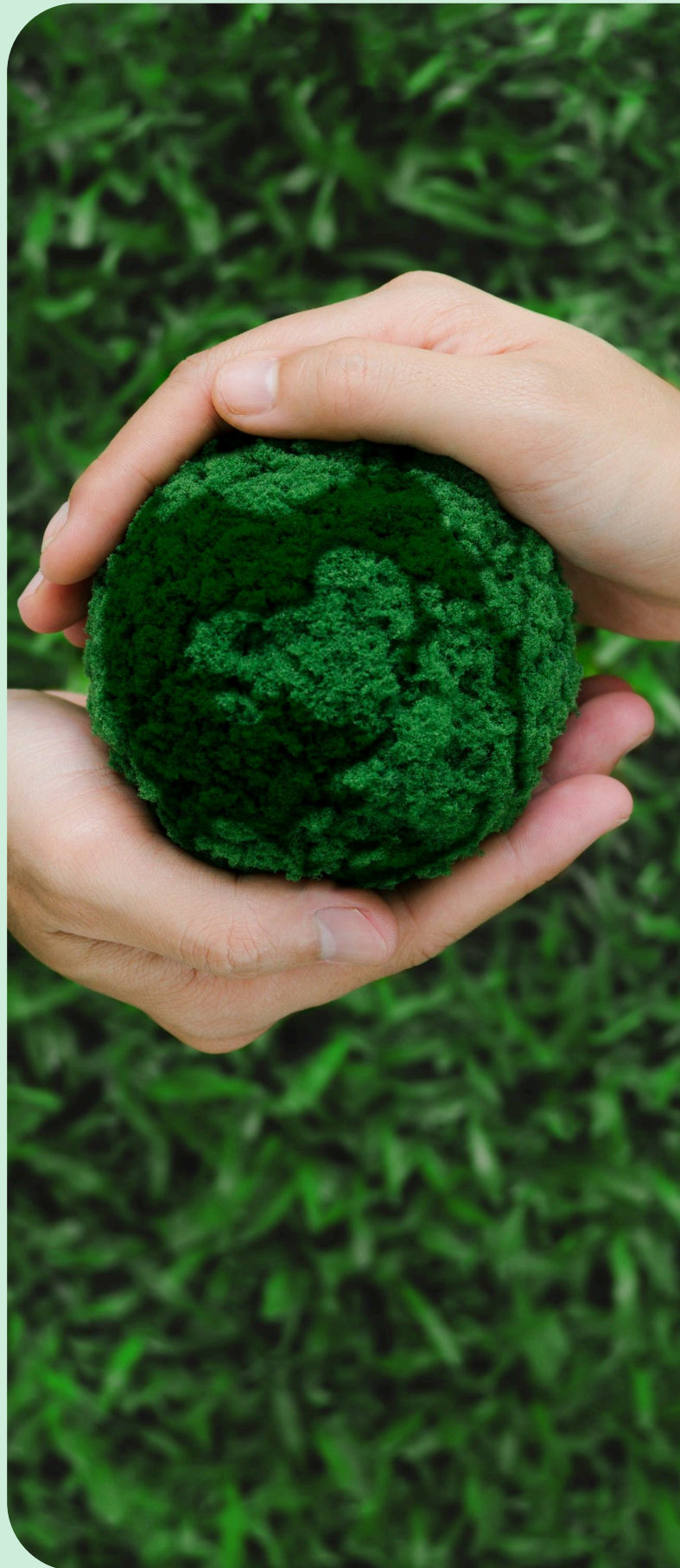
Launched first GenAI based  
video products: 'Class Genie',  
'Work Genie' and 'TV Genie'



# Protect the Environment

8 Approach to Sustainability

9-10 Energy Consumption & Gas Emissions



## Approach to Sustainability



### 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.

As in 2023, we remain committed to reducing emissions across our operations and value chain. Our key initiatives include the continued promotion of sustainable travel, active engagement with our suppliers, and maintaining energy-efficient, low-carbon facilities. In 2023, our efforts focused on lowering emissions in our Israel office, while in 2024 we relocated our UK and Singapore offices to smaller spaces to reduce resource consumption.

We continue to be 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 detailing our carbon emissions and outlining our journey toward achieving net zero. Additionally, by leveraging our cloud suppliers' advanced data centers and 100% renewable energy, we enable our customers to pursue their sustainability goals with confidence.

The following section reflects the entirety of CO<sub>2</sub> emissions discharged by the company within specified system boundaries and a designated period. The calculation was based on the guidelines of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol). Kaltura's base year is 2023.

## Energy Consumption & Gas Emissions

In 2023, we initiated the calculation of our annual carbon footprint, marking our first year of assessing greenhouse gas (GHG) emissions. We have collaborated with an external sustainability consultancy to measure our GHG footprint. In our initial reporting year, we cemented our commitment to minimizing our environmental impact by prioritizing sustainable practices in our product design, operations, facilities, and stakeholder relationships, with a particular focus on reducing energy consumption and carbon footprint.

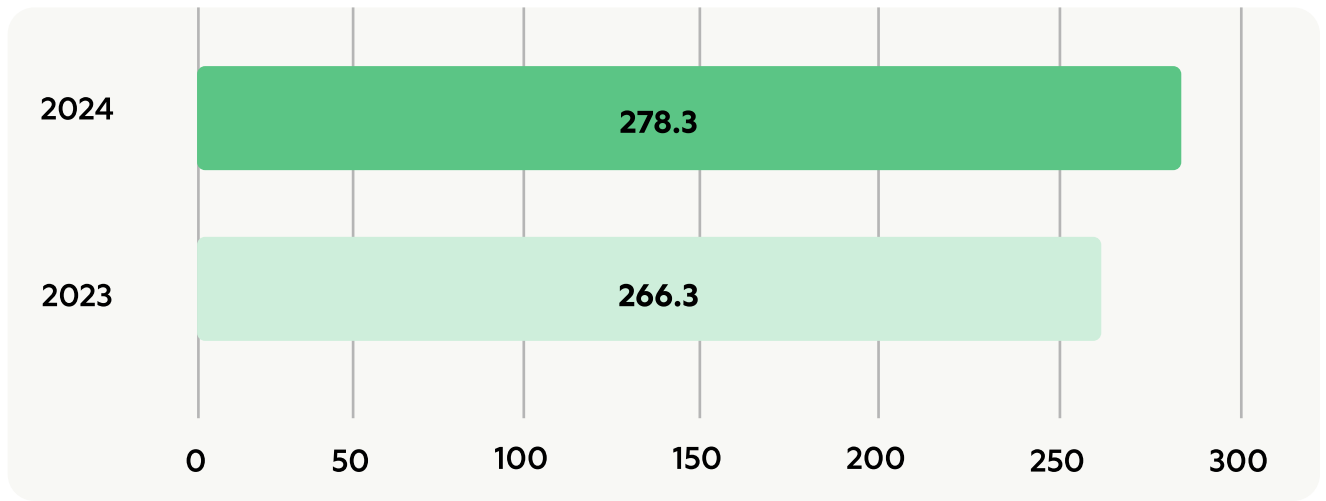
We developed our emissions inventories using the accounting methodologies and emission factors specified by the Greenhouse Gas Protocol. In 2023, our total GHG emissions were approximately 266.30 metric tons of carbon dioxide equivalent (MtCO<sub>2</sub>e).

In 2024, our total GHG emissions were approximately 278.3 metric tons of carbon dioxide equivalent (MtCO<sub>2</sub>e). This represents a 4.5% increase compared to 2023, likely attributed to a full year of regular electricity consumption at the new office in Israel (compared to 9.5 months of use in the new office since mid-April 2023 and a smaller office usage earlier that year). This increase was partially offset by relocations of our UK and Singapore offices to smaller, more resource-efficient spaces. We expect these latter moves to lower emissions in our future ESG reports.



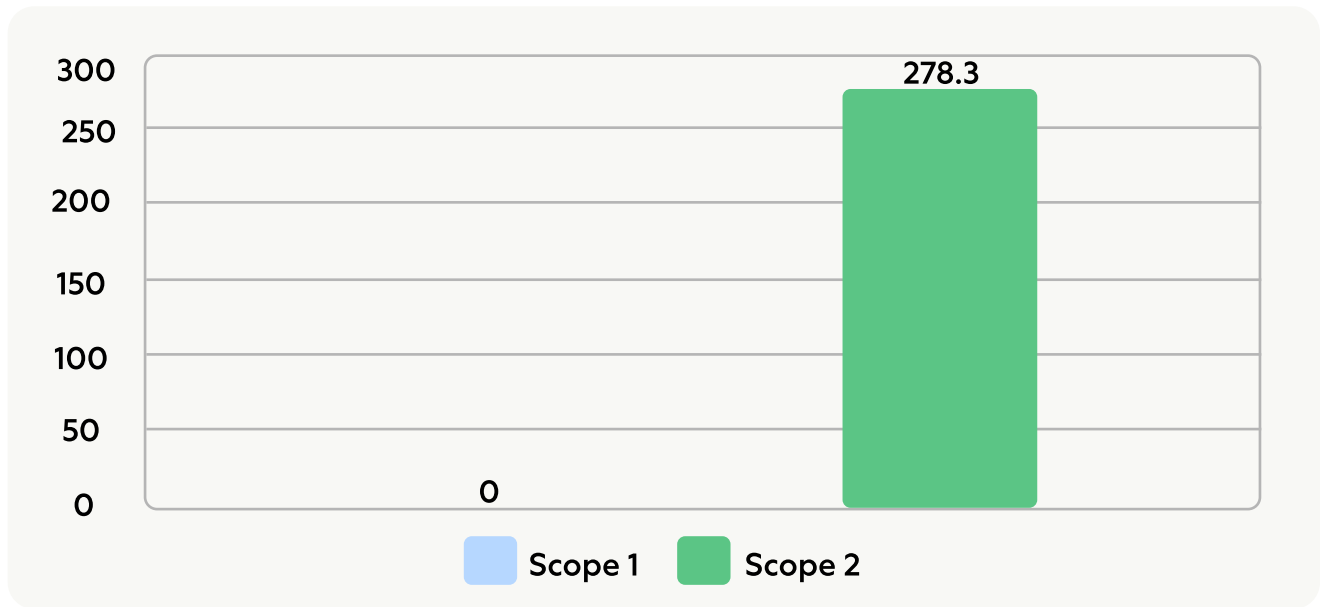
# CO2 Emissions

Overall MTCO2e from 2023 and 2024.



## Scope 1 Vs. Scope 2 (CO2e metric tons)

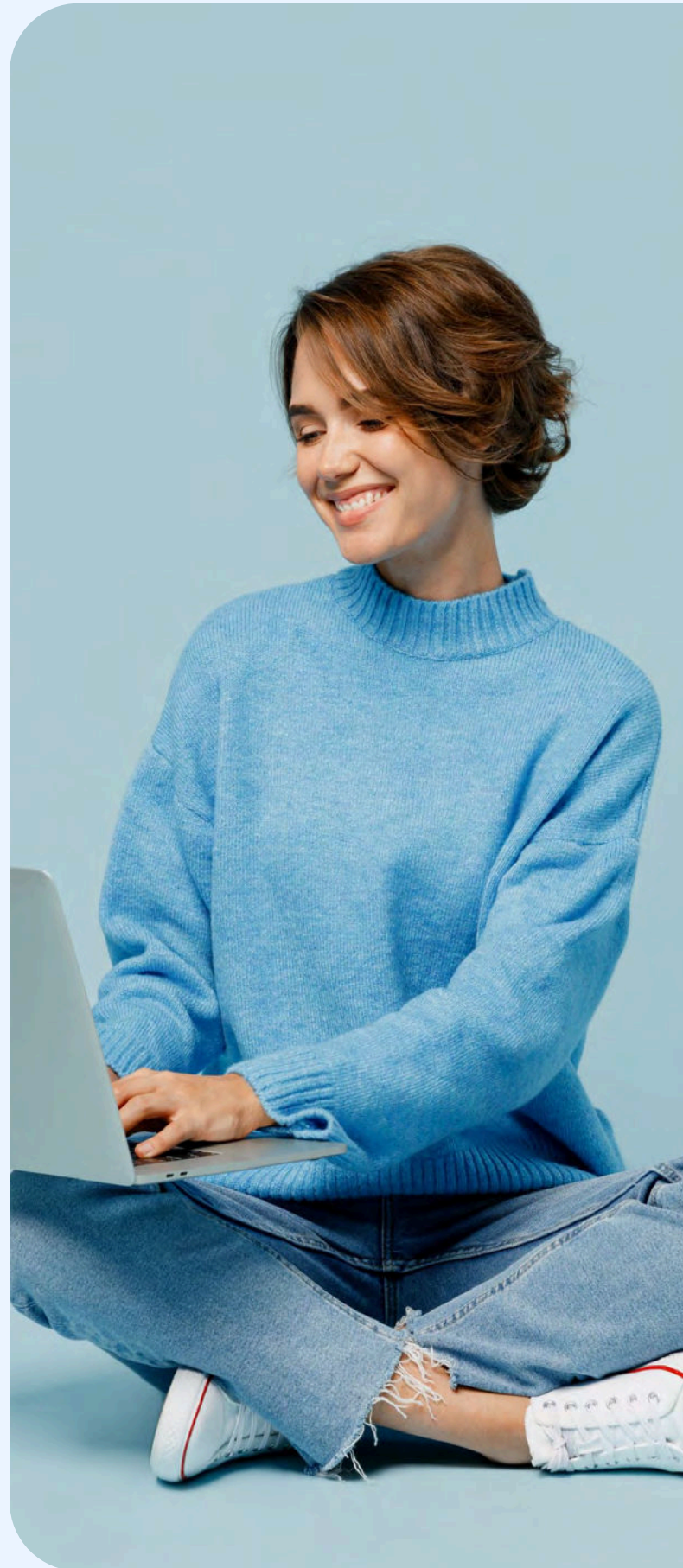
Scope 1 & 2 Distribution (MTCO2e) -2024



Source	CO2 Kg	CH4 Kg cO2e	N2O Kg cO2e	Total CO2e Kg	Total CO2e MT	% of Total emissions MTCO2e
Scope 1 - Stationary	0	0	0	0	0	0%
Scope 2 - Location base	277,534.29	140.26	594.91	278,269	278.3	100%

# Our People

- 12** Our People
- 12-13** DEI in Kultura
- 14-15** Benefits & Wellbeing
- 16** Contributions & Donations



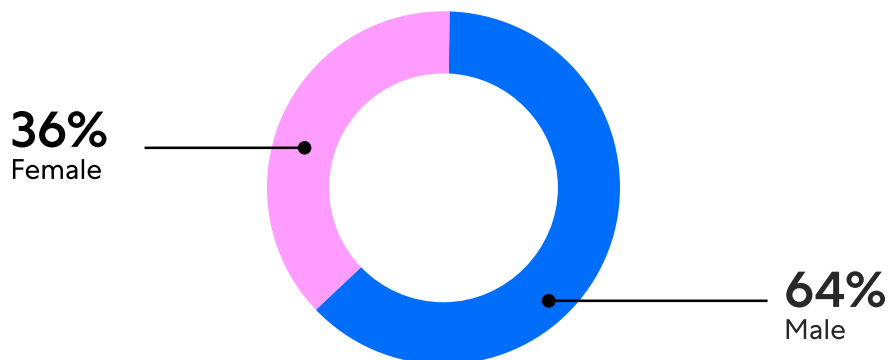
## Our People

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. As stated in our 2023 report, Kaltura strives for an inclusive environment that champions diversity and equality for all individuals, regardless of race, gender, sexual orientation, nationality, or other characteristics.

In 2024 Kaltura continued to uphold its founding values of openness, flexibility, and diversity, integrating these principles into our daily operations to foster creativity and intrapreneurship. The vibrant colors of our Kaltura brand continued to symbolize our commitment to pluralism and diversity, ensuring everyone feels comfortable sharing ideas and contributing creatively.

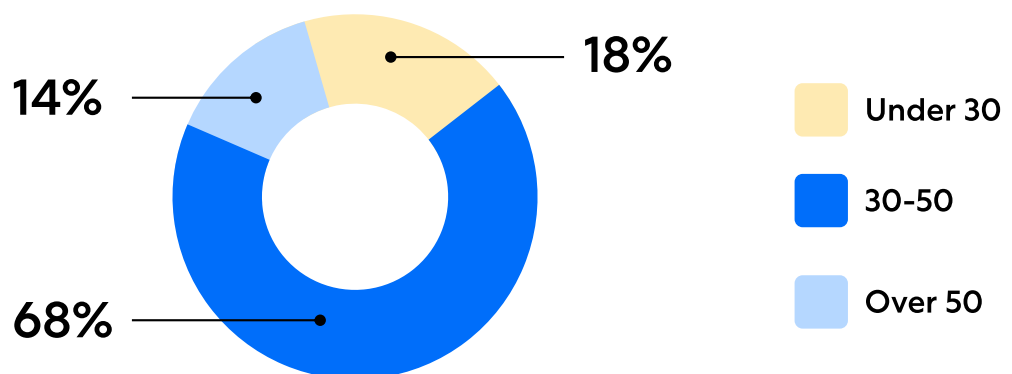
## DEI in Kaltura

### Employees by Gender

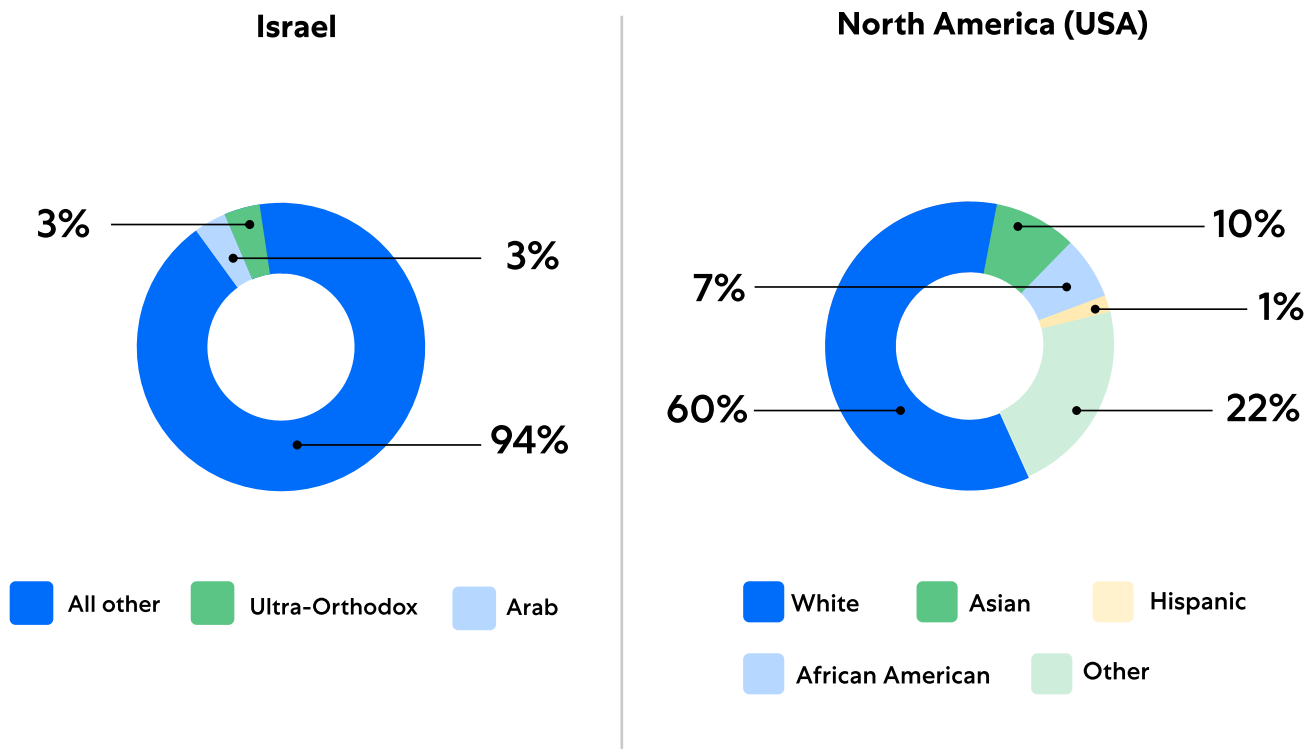


In 2024, women continued to represent 36% of Kaltura's workforce, exceeding the industry average. The company aims to raise this figure to 50%, striving for gender parity across all roles, including technical and leadership positions.

### Employees by Age

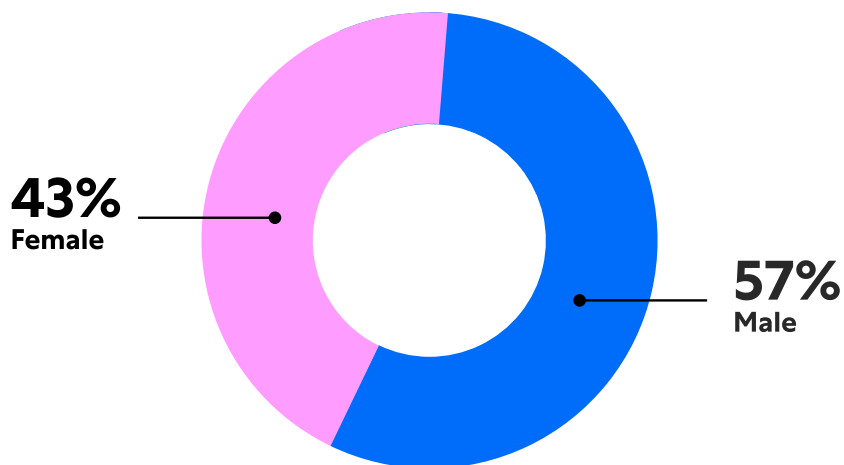


## Minority Group Representation



## Recruitment Overview

### Employees Recruitment



## Benefits & Wellbeing

At Kaltura, we recognize that the strength of our business is rooted in the people who power it. With over 700 employees worldwide, our commitment to social responsibility begins with how we treat our workforce. We strive to cultivate a supportive, equitable, and resilient workplace where employees are empowered to thrive. This includes offering comprehensive, industry-leading benefits that reflect our values of fairness, care, and long-term investment in our people.

Kaltura employees have access to a broad range of financial and wellness benefits, including performance-based bonuses, participation in our equity incentive plan, paid sick leave, generous PTO, company holidays, workers' compensation insurance, and parental leave. We also offer various forms of financial assistance and employee gifts, reinforcing our belief that a culture of appreciation and inclusion drives both employee satisfaction and organizational success.

As we continue to advance our ESG goals, we view employee well-being not just as a human capital priority but as a cornerstone of sustainable growth. Our social impact begins within our walls – by investing in our people, we're building a stronger, more responsible company from the inside out.

### Company Wide Benefits

Annual Leave, Health Insurance and Workers' Compensation Insurance \*, Life Insurance\*, Flexible Work Options and WFH desk set up, Performance Based Bonuses, Teambuilding and Social events. Mental support, Equity Incentive Plan, Paid Sick Leave, PTO, Employee gifts, and Parental leave\*\*.

### Israel

Education Fund, Pension Fund, Severance Plan, Lunch Allowance, and Holiday gifts. On site: Breakfast, Gym, Meditation Corner, Nursing Rooms, and Annual Breast Cancer screenings.

### USA

401K, Employee Discount Program, and fully stocked kitchen

\* Not applicable to remote employees in EMEA and APAC

\*\* Kaltura offers paid parental leave to all employees, including fathers, the LGBTQ+ community, and surrogates

## Employee Retention and Satisfaction

At Kaltura, we believe that success depends not only on where you work, but also on how and with whom you work. We recognize that valuing individual opinions and perspectives drives collective success. Therefore, we foster a feedback-driven culture built on open dialogue, trust, and collaboration. By encouraging an open mindset, we empower our employees and strengthen our organization.

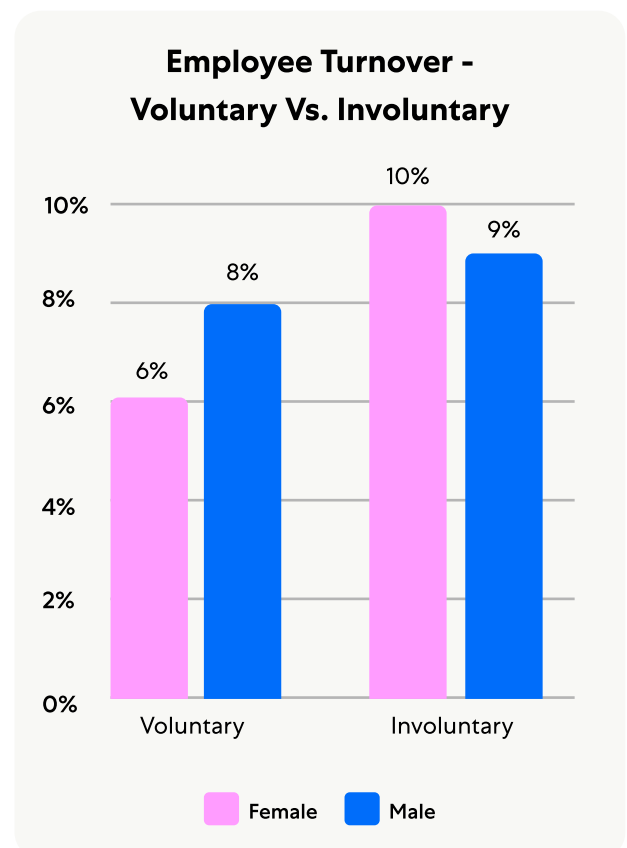
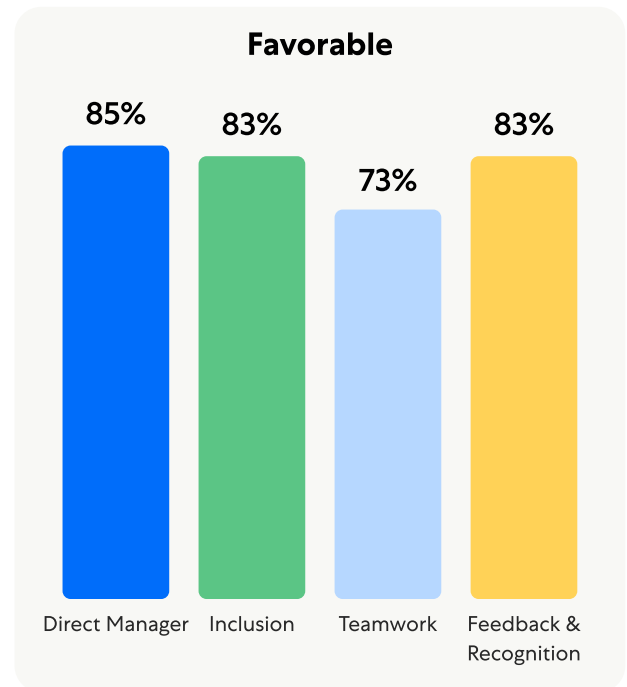
### Employee Engagement Survey

Our primary feedback tool is the annual global employee engagement survey, which serves as the main feedback channel for all employees. Constructively receiving feedback and acknowledging diverse perspectives helps us to better understand underrepresented groups and gain valuable employee insights. These insights contribute to a more inclusive workplace and provide critical data that informs how the company, managers, and HR function.

In 2024, we attained an impressive 91% 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).

### Employee Turnover

Kaltura's HR 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.



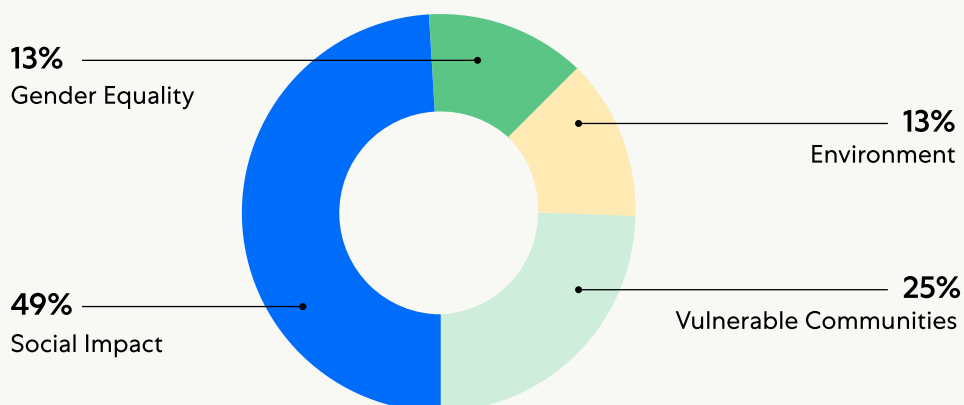
## Contributions & Donations

In 2024, Kaltura deepened its commitment to community engagement through a variety of meaningful volunteering and social impact initiatives. Our activities focused on four key areas: social impact, gender equality, vulnerable communities, and the environment.

- At our Israel headquarters, employees participated in annual mandatory volunteering on **Good Deeds Day**, renovating a school for children with special needs. We continued our long-standing partnership with **Shavot**, a nonprofit organization focused on empowering girls by building self-worth and providing tools for leadership and success. Our support of the **Social Green Association** and **LGBTQ+** initiative further reflects our dedication to environmental and social causes that uplift communities. Additionally, Kaltura employees participated in a “**Gathering with Generative AI for Good**,” hosted by the TAMID Group, whose work uses AI to drive global social impact.
- In New York, team members supported **Meals on Wheels** through the Stanley M. Isaacs Neighbourhood Center, delivering meals to seniors and individuals in need.
- In the UK, employees volunteered with **Food For All**, prepping and cooking food for those in need.
- To expand access to purpose-driven work across our global workforce, Kaltura partnered with **Matchable**, a platform that connects employees with skill-based volunteering projects in collaboration with impactful nonprofits and startups. This initiative enables team members across the U.S., LATAM, EMEA, and APAC regions to contribute to causes aligned with their values while developing their skills.

These collective efforts reflect our belief that responsible business growth must include creating opportunities for employees to actively contribute to a more equitable, sustainable, and inclusive world. At Kaltura, responsible business growth is inseparable from social impact.

**Our community engagement activities for 2024 focused on four key areas: social impact, vulnerable communities, gender equality, and environment.**

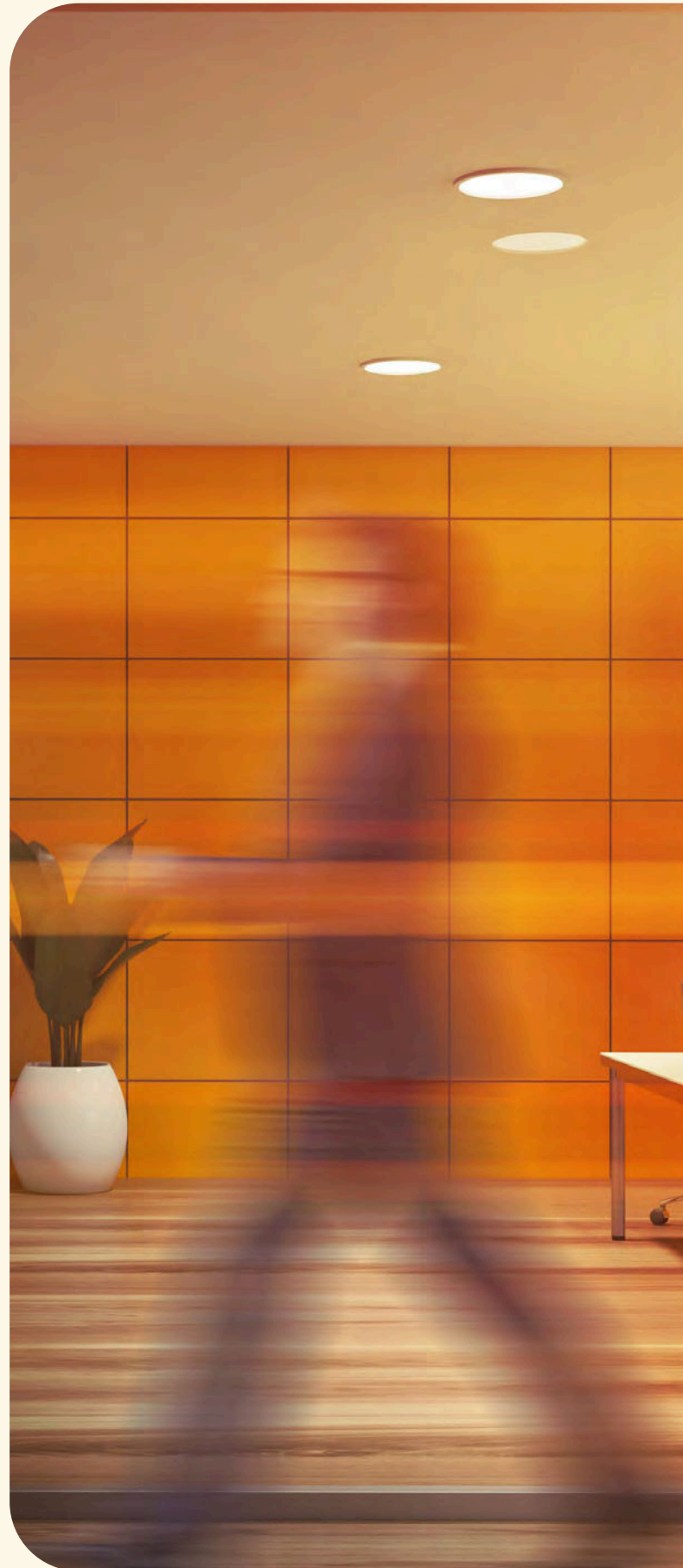


# Governance

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## Corporate Information

Our commitment to strong corporate governance is upheld by values such as integrity, engagement, respect, and performance, and we foster personal responsibility and accountability in our operations. We are focused on assuring compliance with legal and regulatory standards, enhancing accountability and securing our stockholders' interests, alongside pursuing Kaltura's long-term success.

### Our Board

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 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. In 2023, the Board initiated an ESG oversight responsibility. Under the Nominating and Corporate Governance Committee, the board has taken on the responsibility of reviewing ESG goals, monitoring regulatory developments, and aligning ESG initiatives with broader business strategy. This structure ensures greater accountability and integration of ESG across all levels of the organization. By formalizing this oversight, Kaltura reinforces its commitment to sustainable growth, transparency, and long-term stakeholder value. 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](https://investors.kaltura.com).



## Board Composition

Our Board of Directors in 2024 consisted of six members: Ronen Faier, Richard Levandov, Shay David, Naama Halevi Davidov, 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.

Name	Served as a Director Since	Age	Gender	Position with Kaltura
Ron Yekutieli	2006	51	Male	Chairman and Chief Executive Officer
Eyal Manor	2023	50	Male	Director
Shay David	2006	51	Male	Director
Naama Halevi Davidov	2021	52	Female	Director
Ronen Faier	2021	53	Male	Lead Independent Director*
Richard Levandov	2007	69	Male	Director

\*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.



## Our Committees

### Audit Committee

The Audit Committee supports the Board in overseeing the Company's accounting, financial reporting, and audit processes. Its responsibilities include appointing, compensating, evaluating, and overseeing the work of the independent auditor; pre-approving all audit and non-audit services; and reviewing annual and quarterly financial statements with management and the auditor. The Committee also discusses audit challenges, monitors risk assessment and management policies, and establishes procedures for handling complaints related to accounting or auditing matters, including confidential submissions by employees. Additionally, it reviews and approves related person transactions. All Audit Committee members meet the financial literacy requirements set by Nasdaq.

### 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, recommending to our Board of Directors the nominees for election to our Board of Directors when deemed necessary. Recommending to the Board of Directors the directors to be appointed to each standing committee and overseeing the periodic self-evaluation of our Board of Directors. Developing and recommending to our Board of Directors a set of corporate governance guidelines and ESG compliance.

### Compensation Committee

The Compensation Committee assists the Board in overseeing matters related to executive compensation and broader compensation practices.

For a detailed description of the committee's full responsibilities, please refer to our 2023 ESG Report, page 56.



## Ethics & Compliance

Kaltura is committed to conducting business with integrity, transparency, and accountability. We have established comprehensive policies and frameworks that govern ethics, compliance, data privacy, and corporate conduct. These policies are publicly available at <https://corp.kaltura.com/legal>.

### Code of 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.

### 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.

### Sexual Harassment

The company is dedicated to maintaining a harassment-free work environment and treating all employees 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 counselling to termination of employment, in accordance with applicable laws. We are extremely proud that there have been no reported sexual harassment violations from 2021 to 2024 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.

## Anti Bribery & 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 antibribery 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.



## 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.

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:

### Data Security

Kaltura ensures the protection of data for its employees, customers, suppliers, and contractors, actively working to reduce the risk of cyber-attacks and maintain the safety and confidentiality of all stakeholders.

### 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. 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.

# Appendix

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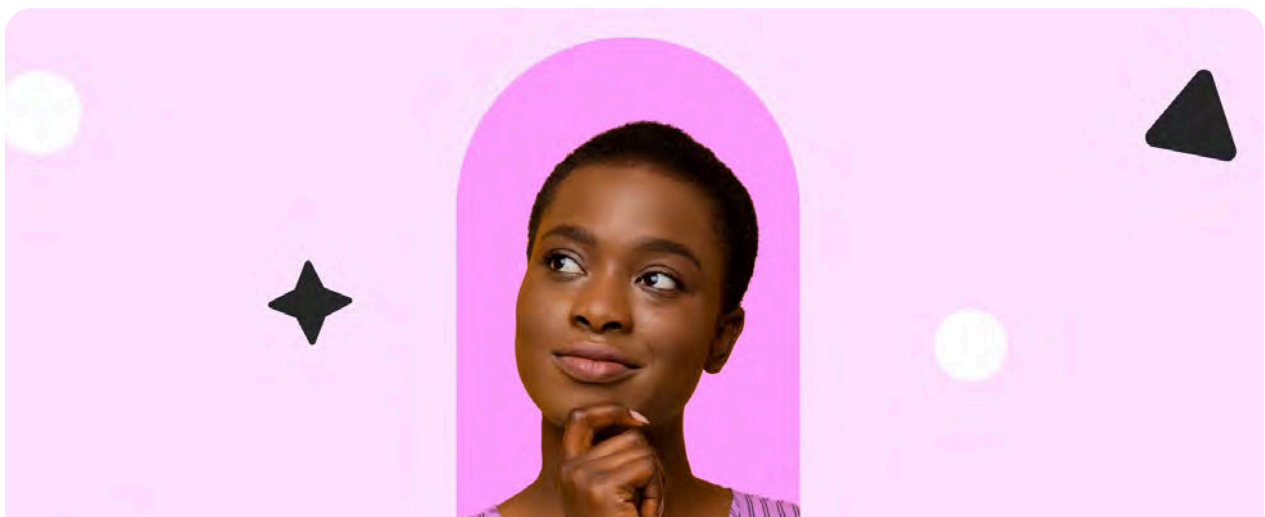
## About This Report

The Kaltura 2024 Sustainability Report offers an overview of Kaltura’s goals and accomplishments in environmental responsibility, social and organizational management, and governance performance. This report marks Kaltura’s second update on sustainability. Unless otherwise specified, the quantitative and qualitative data presented herein covers Kaltura’s activities from January 1st, 2024, to December 31st, 2024, aligned with Kaltura’s financial reporting period. 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).

For further inquiries about this report, please visit [corp.kaltura.com](https://corp.kaltura.com).

## Forward Looking Statement

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. These statements relate to future events and expectations, including but not limited to our ESG goals, corporate governance initiatives, business strategy, anticipated financial performance, and the potential impact of market conditions such as economic shifts, regulatory changes, and geopolitical instability. Forward-looking statements can often be identified by words like “expect,” “believe,” “may,” “plan,” “should,” and similar expressions, though not all such statements include these terms. These statements are based on current estimates, plans, and assumptions, and are not guarantees of future performance. Actual results may differ materially due to known and unknown risks and uncertainties. We do not undertake any obligation to update these statements after the date of this report, except as required by law. For a detailed discussion of risks and uncertainties, please refer to Part I, Item 1A, “Risk Factors,” in our Annual Report on Form 10-K and other filings available on the SEC’s website and our Investor Relations page.



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Topic	GRI Code Disclosure	Page No. and Comments
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Topic	GRI Code Disclosure	Page No. and Comments
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Operations with significant actual and potential negative impacts on local communities	413-2	Kaltura's operations had no significant actual or potential negative impacts on local communities
<b>Customer Privacy</b>		
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.

## SASB Disclosure Index

Topic	Accounting Metric	SASB Code Disclosure	Page No. and Comments
Environmental Footprint of Hardware Infrastructure	<ol style="list-style-type: none"> <li>Total energy consumed</li> <li>Percentage grid electricity</li> <li>Percentage renewable</li> </ol>	TC-SI 130a.1	8-10
	<ol style="list-style-type: none"> <li>Total water withdrawn</li> <li>Total water consumed, percentage of each in regions with high or extremely high baseline water stress.</li> </ol>	TC-SI 130a.2	N/A
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI 130a.3	N/A
Data Security	<ol style="list-style-type: none"> <li>Number of data breaches</li> <li>Percentage involving personally identifiable information (PII)</li> <li>Number of users affected</li> </ol>	TC-SI-230a.1	<ol style="list-style-type: none"> <li>There were no data breaches in 2024.</li> <li>N/A.</li> <li>N/A.</li> </ol>
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	21-23
	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 2024.
	<ol style="list-style-type: none"> <li>Number of law enforcement requests for user information</li> <li>Number of users whose information was requested</li> <li>Percentage resulting in disclosure</li> </ol>	TC-SI-220a.4	<ol style="list-style-type: none"> <li>There haven't been any requests from law enforcement for user information during 2024.</li> <li>N/A.</li> <li>N/A.</li> </ol>

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	13		
	Employee engagement as a percentage	TC-SI 130a.2	15		
	Percentage of gender and racial/ethnic group representation for 1. Management 2. Technical staff 3. All other employees	TC-SI 130a.3	1. N/A 2. N/A 3. Page(s) 13		
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 2024.		
Managing Systemic risks of Technology Disruptions*	1. Number of performance issues 2. Number of service disruptions 3. Number of total customer downtime	TC-SI-550a.1		OVP	OTT
			Performance issues	3	7
Service disruptions			7	34	
			Customer downtime	4	1
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	N/A		

\* Figures in this SASB index are based on the best available information at the time of reporting and may be subject to rounding, estimation, or revision.