



# **Kaltura Sustainability Report 2025**



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## A Message from Our CEO

I am pleased to share Kaltura's 2025 ESG Report, reflecting a year of meaningful transformation for our company. During the year, we advanced our evolution from a provider of enterprise video solutions to a platform powering rich, AI-driven digital experiences, while also delivering significant improvements in profitability and operational efficiency.

A defining milestone in 2025 was our acquisition of eSelf.ai, an AI innovation lab with cutting-edge conversational avatar technology. Following the acquisition, we integrated its capabilities into the Kaltura platform and launched a new suite of AI-powered products, including solutions for live and on-demand conversational avatars, as well as developer tools that enable organizations to embed these experiences into their own applications, data, and workflows. These innovations represent an important step in our strategy to help organizations create more engaging, personalized, and interactive digital experiences.

As AI continues to reshape industries worldwide, we believe Kaltura is uniquely positioned to help organizations deliver richer, more context-aware experiences that drive stronger engagement and better outcomes. By combining advanced AI capabilities with our deep integration into enterprise workflows and our extensive rich-media infrastructure, we are expanding both the value we provide to customers and the markets we serve. At the same time, we remain committed to developing and deploying these technologies responsibly, with appropriate attention to security, privacy, transparency, and governance.

In 2025, we also achieved record Adjusted EBITDA and continued to improve operational efficiency across the business. Full-year Adjusted EBITDA grew by 150% year-over-year, significantly exceeding expectations and reflecting the strength of our operating model. These results demonstrate disciplined execution and thoughtful resource allocation, while allowing us to continue investing in innovation and strengthening our long-term strategic position.

While we are proud of our business performance, we remain equally committed to operating responsibly and building a company that reflects our values. We continue to foster an inclusive workplace where employees from diverse backgrounds can contribute, grow, and succeed. During the year, we made further progress in narrowing the representation gap between men and women across the organization. We recognize that diverse perspectives strengthen our culture, enhance decision-making, and contribute to stronger outcomes for our customers, employees, and shareholders.

We also continue to take practical steps to reduce our environmental footprint. Through the use of more energy-efficient infrastructure, improvements in electricity sourcing, and hybrid work practices, we have enhanced operational efficiency while reducing emissions. Although our environmental footprint is relatively modest compared to many industries, we remain focused on identifying opportunities to operate more sustainably and responsibly.

Strong governance continues to underpin our operations and long-term success. We are committed to maintaining high standards of ethics, accountability, transparency, and compliance, supported by robust policies, oversight processes, and risk management practices. As our business and technologies evolve, we continue to strengthen our governance framework to support sustainable growth and responsible innovation.

Looking ahead, we are energized by the opportunities before us. With a strengthened platform, a growing portfolio of AI-powered capabilities, and a talented global team, we believe we are well positioned to create long-term value for all our stakeholders in an increasingly digital and AI-driven world.

I am grateful to our employees, customers, partners, and shareholders for their continued trust and support. Together, we are building a company defined not only by innovation and performance, but also by integrity, responsibility, and purpose.



**Sincerely,**

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

# Kaltura Overview

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7 2025 Highlights

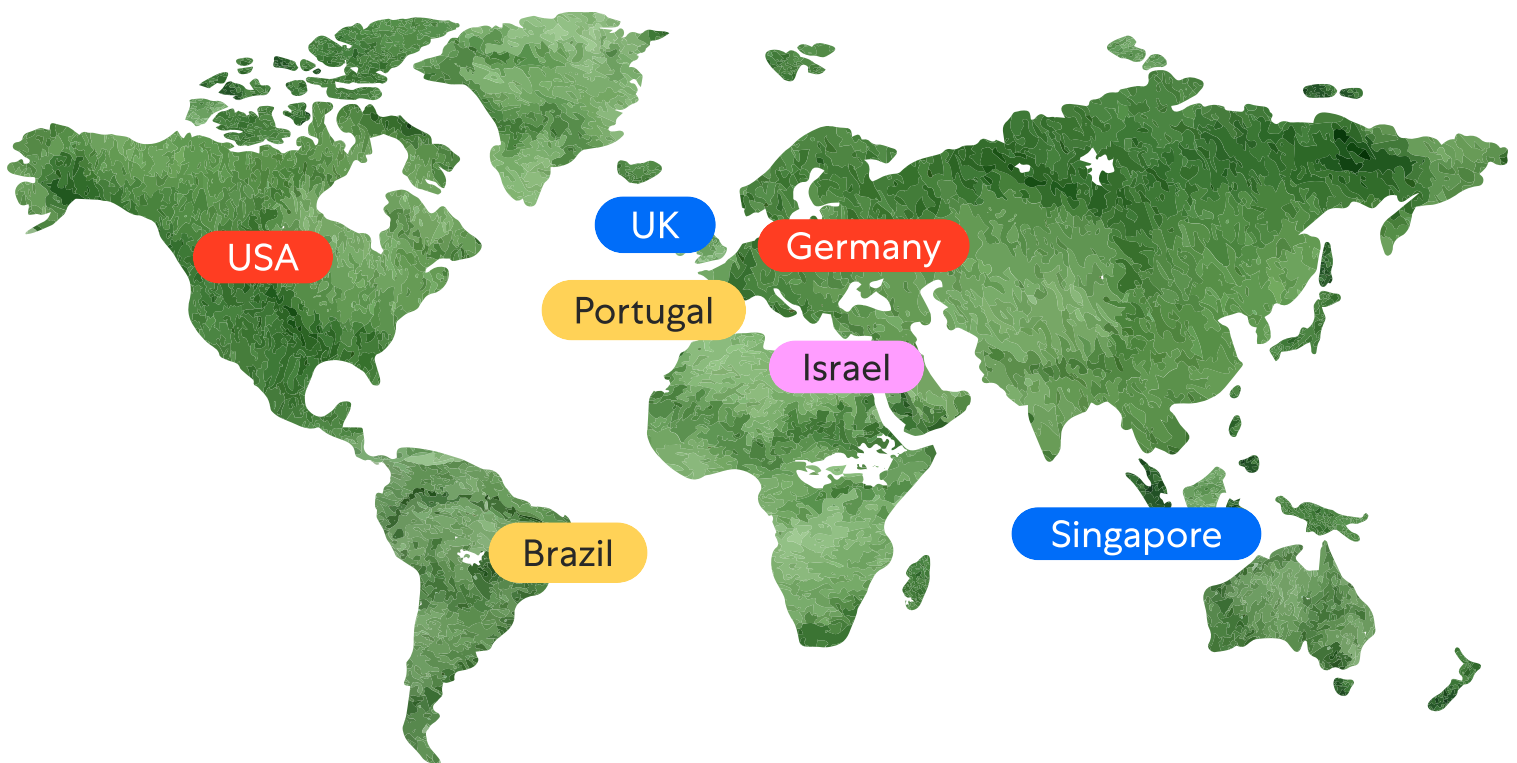


## Who We Are

Kaltura's mission is to power rich, agentic digital experiences across organizational journeys for customers, employees, learners, and audiences. Our platform combines intelligent video and rich-media content creation, enterprise-grade content management and intelligence, and multimodal conversational engagement capabilities. We serve leading enterprises, financial institutions, educational institutions, media and telecom providers, and other organizations worldwide

## Where We Operate

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



## 2025 Highlights

**\$180.9M**

Total revenue for FY25;  
Up 1.2% year over year

**\$171.9M**

Subscription revenue for FY25;  
Up 2.5% year over year

**Customers**

25% + of top 50 tech companies  
40% + of US R1 universities  
60% of top 10 pharma and  
health companies

Over

**10M**

active users worldwide

**Acquired  
eSelf.ai**

A multimodal AI lab developing  
technology for agentic  
interactions with live avatars

# Protect the Environment

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## 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.

Since our first ESG report in 2023, we remain committed to sharing the journey of 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. In 2025, our emissions reduction approach remained consistent with 2024, with no changes to our operational footprint. Overall, our emissions profile and mitigation measures in 2025 reflected a continuation of the actions and results achieved in the prior year.

As in the past two years, we continue to be dedicated to making contributions to the development of both nature-based and technology-based carbon removal solutions. As we advance these efforts, we will continue to 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) and incorporates data from all our entities. 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 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.

Our emissions in 2025 decreased from 278.3 MtCO<sub>2e</sub> in 2024 to 272.9 MtCO<sub>2e</sub>, representing an approximately 2% year-over-year decrease. Throughout the year, we maintained a stable emissions profile while strengthening our approach to energy management. This decrease reflects our continuous organizational focus on improving electricity usage through awareness, operational discipline, and efficient day-to-day practices across offices.

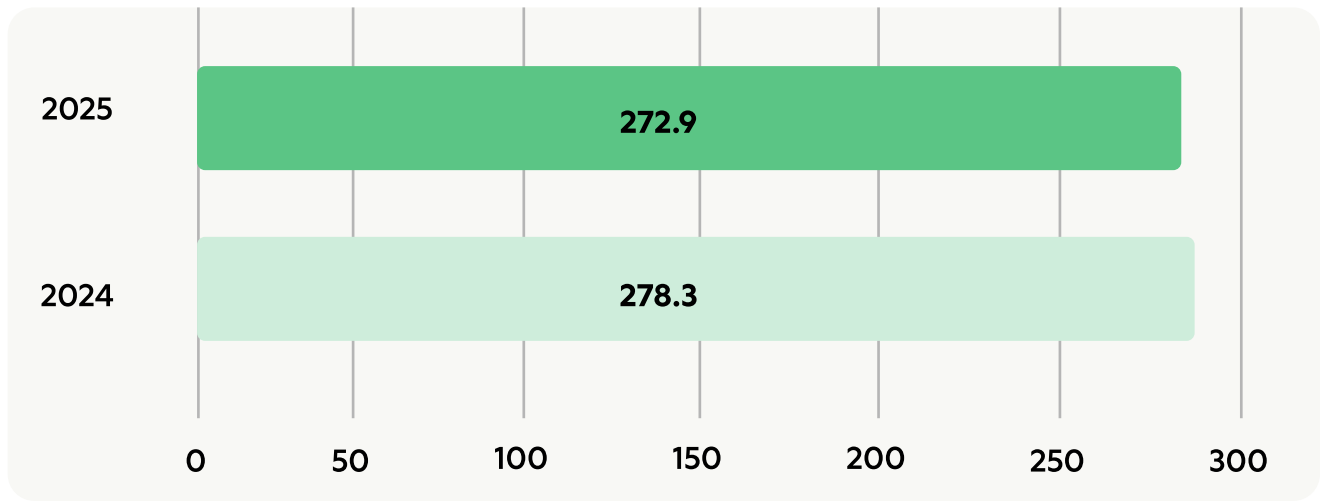
In 2025, Scope 2 emissions were derived from purchased electricity consumption, including general electricity usage and HVAC (fan coil air conditioning systems), measured in kilowatt-hours (kWh). Location-based Scope 2 emissions were calculated using applicable national grid emission factors for each country of operation, along with utility-specific data from Con Edison for our New York headquarters.

Maintaining our efforts of environmental impact transparency, in August 2025, Kaltura achieved our first EcoVadis certification and was awarded a Committed Badge, reflecting our ongoing efforts to strengthen our sustainability practices and transparency. This recognition underscores our commitment to continuous improvement across all ESG sections and provides a structured framework as we further enhance our performance in the years ahead.



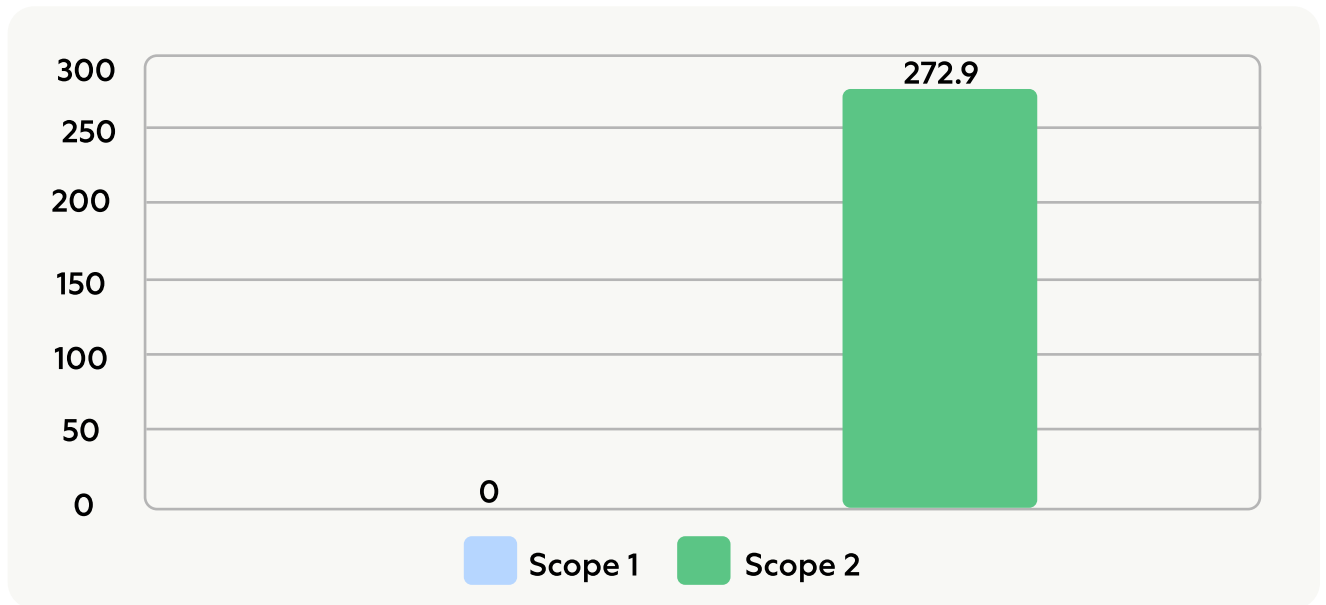
# CO2 Emissions

Overall MTCO2e from 2024 and 2025



## Scope 1 Vs. Scope 2

Scope 1 & 2 Distribution (MTCO2e) -2025



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 based	272,209.02	137.55	583.43	272,930	272.93	100%

# Our People

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## Our People

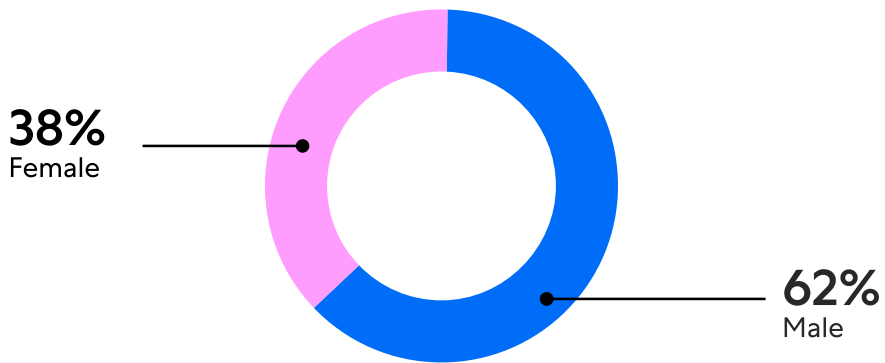
We are deeply dedicated to fostering a strong sense of inclusion and belonging within our workforce. Our commitment to Diversity, Equity, & Inclusion (DEI) is as significant as our other global business goals. As stated in our baseline 2023 report, Kaltura strives for an inclusive environment that champions diversity and equality for all individuals, regardless of race, gender, sexual orientation, nationality, or other characteristics.

In 2025, 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 colours of our Kaltura brand continued to symbolize our commitment to pluralism and diversity, ensuring everyone feels comfortable sharing ideas and contributing creatively.



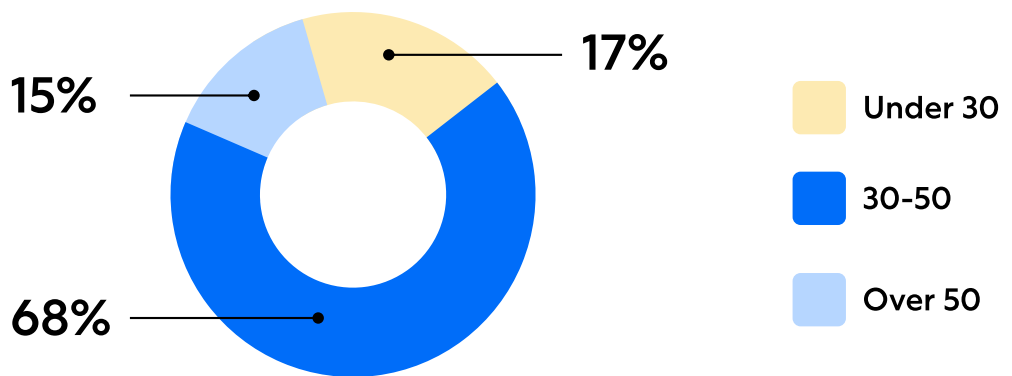
## DEI in Kaltura

### Employees by Gender

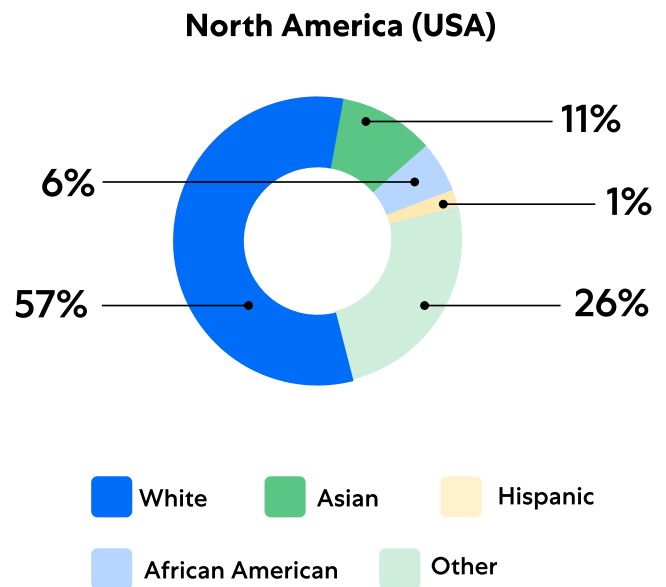
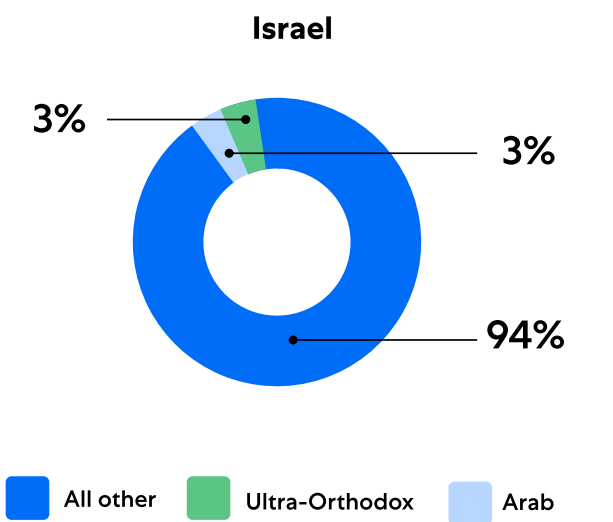


Women represented 36% of the workforce in 2024 and 38% in 2025, reflecting a 2% year-over-year increase in representation. Over the same period, men represented 64% of the workforce in 2024 and 62% in 2025.

### Employees by Age



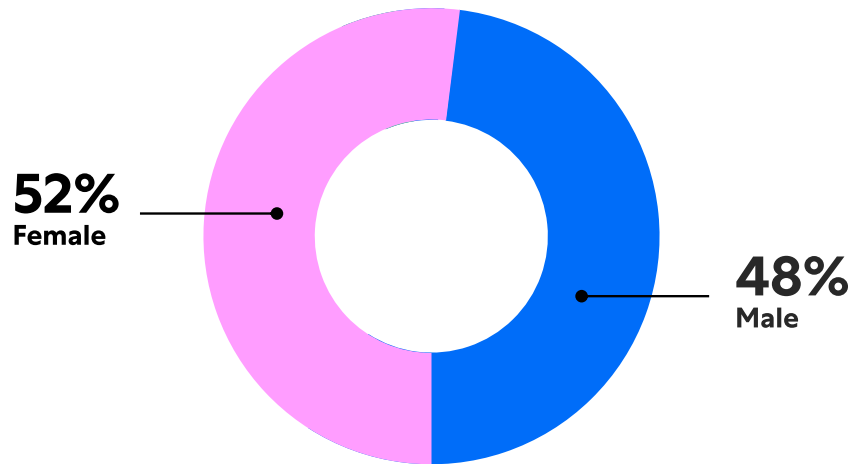
### Minority Group Representation



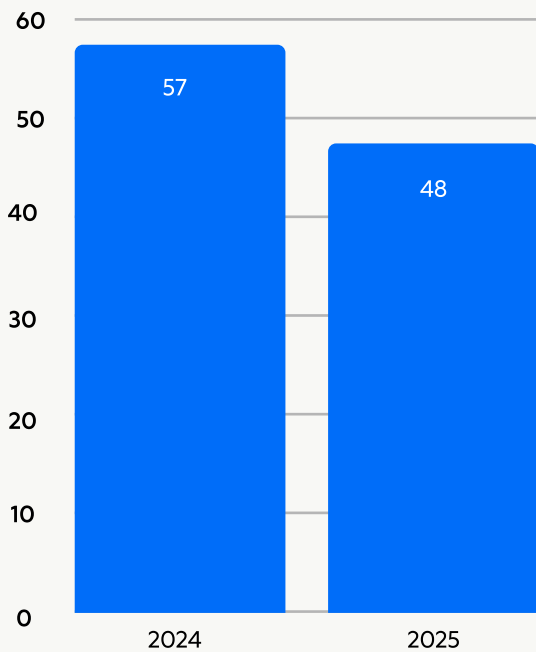
## Recruitment Overview

During the reporting period, the Company hired 77 employees, including 40 women (52%) and 37 men (48%).

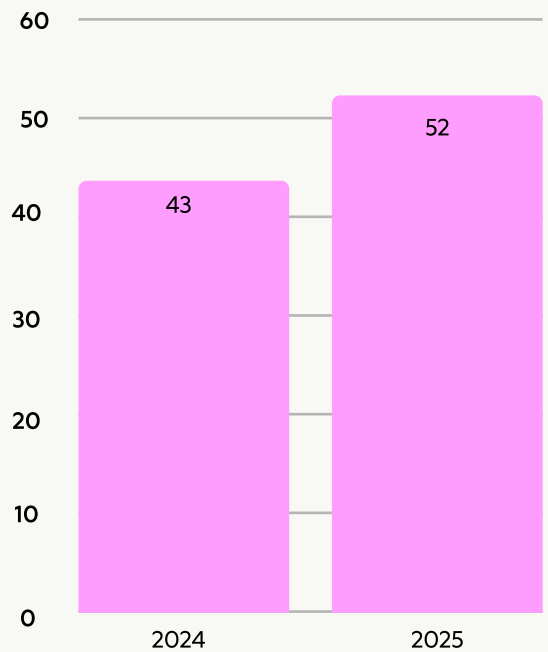
### Employees Recruitment



#### Male Recruitment 2024 vs 2025



#### Female Recruitment 2024 vs 2025



## Benefits & Wellbeing

At Kaltura, we recognize that the strength of our business is rooted in the people who power it. With 594 employees, contractors, and subcontractors worldwide in 2025, 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.

<b>Company Wide Benefits</b>	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**.
<b>Israel</b>	Education Fund, Pension Fund, Severance Plan, Lunch Allowance, and Holiday gifts. On site: Breakfast, Gym, Meditation Corner, Nursing Rooms, and Annual Breast Cancer screenings.
<b>USA</b>	Full Health Benefits including FSA plans, HSA plans and Pet Insurance. 401(k) plan with company match. Employee wellbeing events including, aromatherapy, massages on a quarterly basis. Mothers room. Stocked Kitchen, quarterly lunches in the office and Holiday gifts.

\* Not applicable to remote employees in EMEA and APAC

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

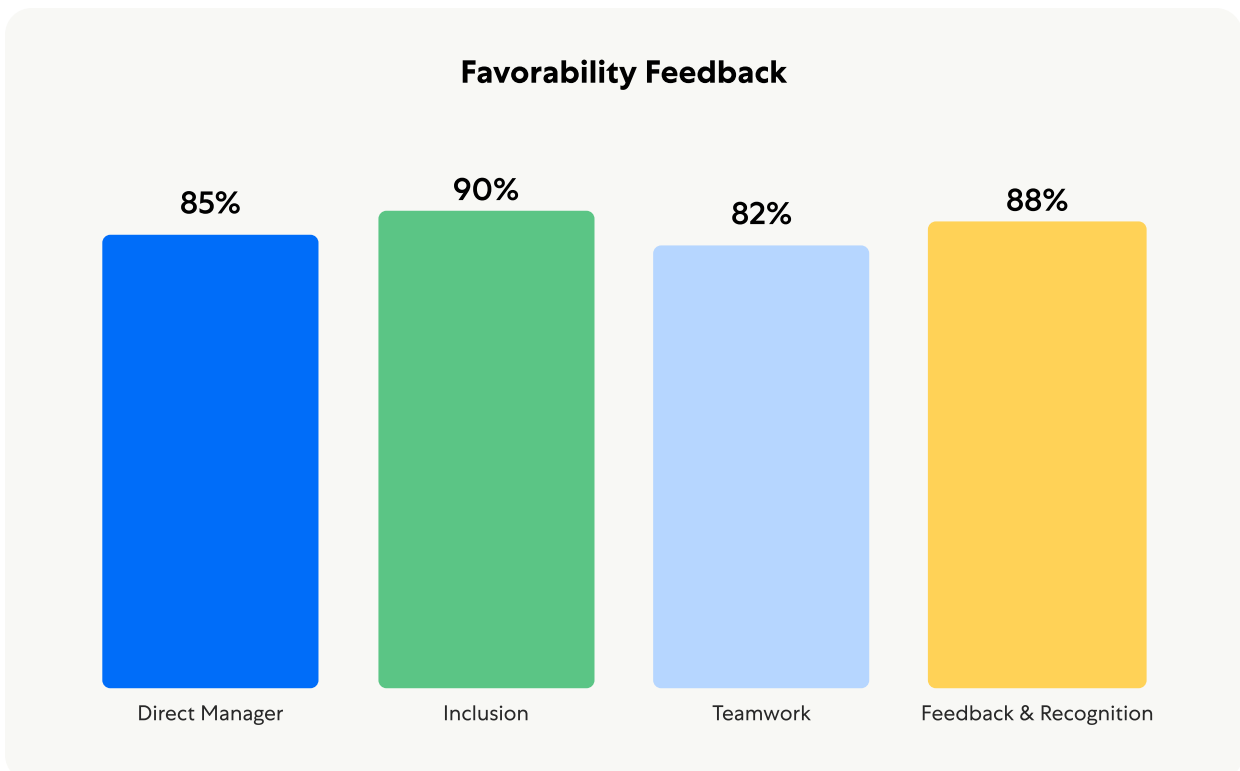
## Employee Retention and Satisfaction

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 2025, 87% of our employees participated in the engagement survey. The survey uses a rating scale that ranges from unfavorable (representing a low score) to favorable (representing a high score). Compared to 2024's survey, in 2025 we saw a 5% rise in satisfaction in feedback and recognition, 8% rise in inclusion, 12% rise in teamwork, and direct manager favorability maintained at 85%, which is the same as the previous year.

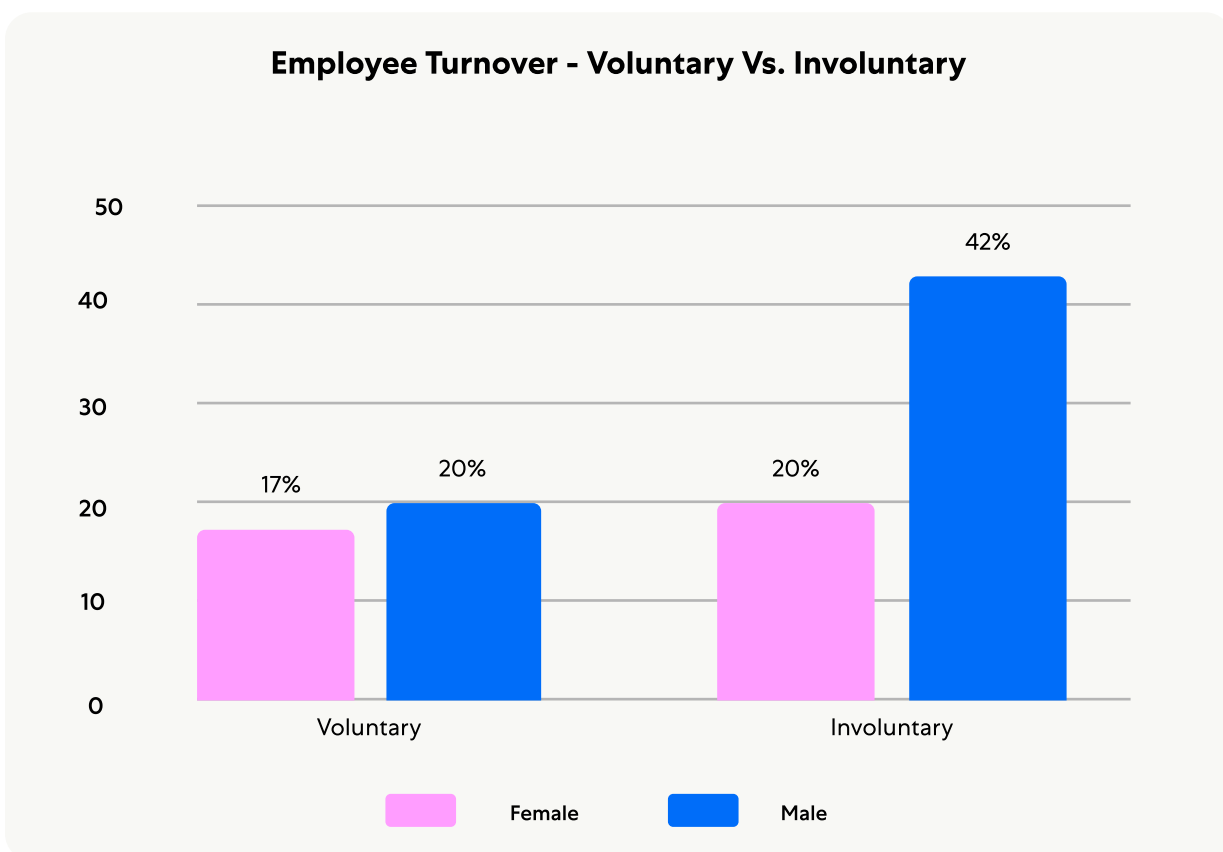


## Employee Turnover

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.

### Employee Turnover Voluntary vs Involuntary Turnover

Employee turnover in 2025 increased compared to 2024, primarily driven by a higher number of employee separations during the reporting period. The overall turnover rate was further influenced by a reduction in total headcount, which amplified the relative impact of these departures.



## Contributions & Donations

In 2025, 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.

- In our Israel office, employees helped disenfranchised families that lost their homes with renovations during **Good Deeds Day** through the organization Hazit Habait. 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** further reflects our dedication to environmental causes that uplift communities.
- In New York, team members participated in **Good Deeds Day** with the opportunity to spread joy by contributing to a toy drive for hospitalized children through our partnership with TOYS for Hospitalized Children.
- 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.

### Our Community Engagement



# Governance

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**23-25** Ethics & Compliance

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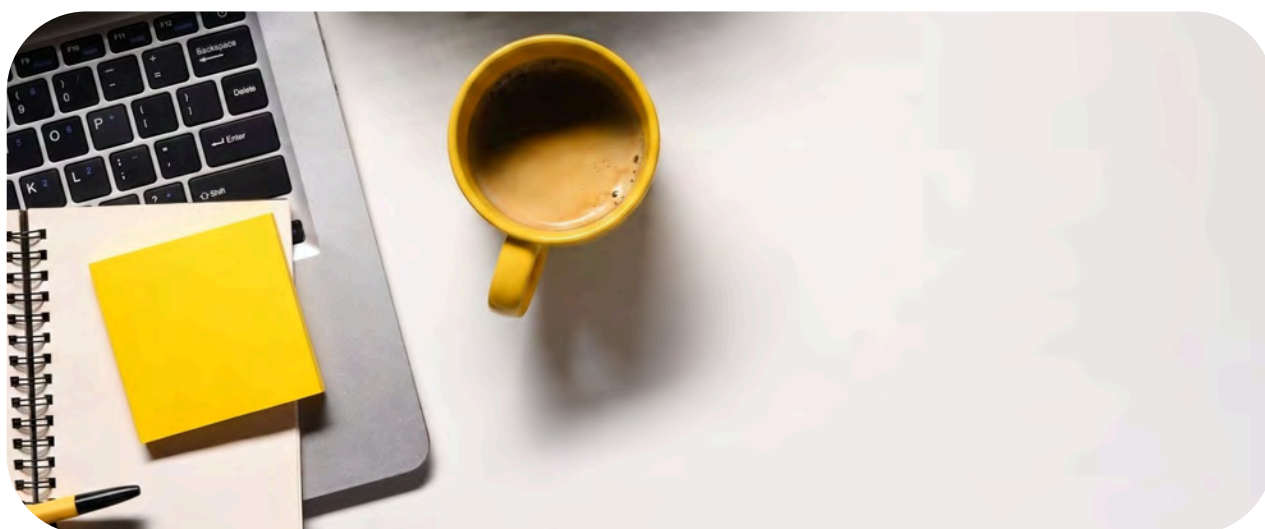


## Corporate Information

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 2025 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	Age	Gender	Position with Kaltura
Ron Yekutieli	52	Male	Chairman and Chief Executive Officer
Eyal Manor	51	Male	Director
Shay David	52	Male	Director
Naama Halevi Davidov	53	Female	Director
Ronen Faier	54	Male	Lead Independent Director*
Richard Levandov	70	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 2025 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.

The Company conducts mandatory annual training to ensure employees understand and comply with its Anti-Bribery and Anti-Corruption policies and procedures. This training reinforces employees' obligations under applicable laws and internal standards and supports the identification, prevention, and reporting of potential violations. Participation is required as part of the Company's overall compliance framework.



## 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.

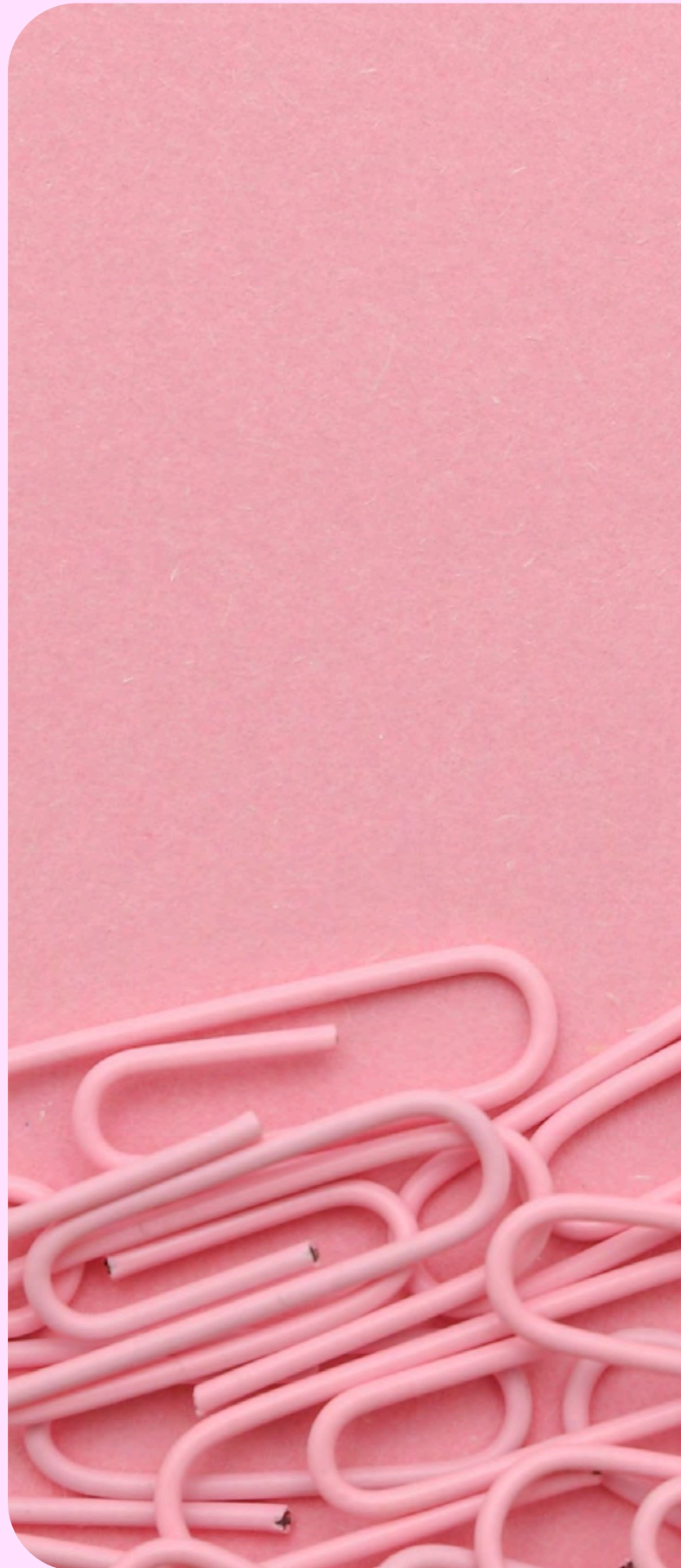
### Data Privacy

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 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 2025 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, 2025, to December 31st, 2025, 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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<b>Environmental Compliance</b>		
Non-compliance with environmental laws and regulations	307-1	Kaltura did not face any significant fines or losses from legal proceedings concerning environmental laws and regulations.

Topic	GRI Code Disclosure	Page No. and Comments
<b>Society</b>		
<b>Employment</b>		
New employee hires and employee turnover	401-1	14-15, 18
Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	16
Parental leave	401-3	16
<b>Diversity and Equal Opportunity</b>		
Diversity of governance bodies and employees	405-1	14-15, 22
<b>Local Communities</b>		
Operations with local community engagement, impact assessments, and development programs	413-1	19
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>1. Total energy consumed</li> <li>2. Percentage grid electricity</li> <li>3. Percentage renewable</li> </ol>	TC-SI 130a.1	10-11
	<ol style="list-style-type: none"> <li>1. Total water withdrawn</li> <li>2. 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>1. Number of data breaches</li> <li>2. Percentage involving personally identifiable information (PII)</li> <li>3. Number of users affected</li> </ol>	TC-SI-230a.1	<ol style="list-style-type: none"> <li>1. There were no data breaches in 2025.</li> <li>2. N/A.</li> <li>3. 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	24-26
	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 2025.
	<ol style="list-style-type: none"> <li>1. Number of law enforcement requests for user information</li> <li>2. Number of users whose information was requested</li> <li>3. Percentage resulting in disclosure</li> </ol>	TC-SI-220a.4	<ol style="list-style-type: none"> <li>1. There haven't been any requests from law enforcement for user information during 2025.</li> <li>2. N/A.</li> <li>3. 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	14		
	Employee engagement as a percentage	TC-SI 130a.2	17		
	Percentage of gender and racial/ethnic group representation for: <ol style="list-style-type: none"> <li>1. Management</li> <li>2. Technical staff</li> <li>3. All other employees</li> </ol>	TC-SI 130a.3	<ol style="list-style-type: none"> <li>1. N/A</li> <li>2. N/A</li> <li>3. Page(s) 14</li> </ol>		
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 2025.		
Managing Systemic risks of Technology Disruptions*	<ol style="list-style-type: none"> <li>1. Number of performance issues</li> <li>2. Number of service disruptions</li> <li>3. Number of total customer downtime</li> </ol>	TC-SI-550a.1		OVP	OTT
			Performance issues	1	6
Service disruptions			1	32	
	Customer downtime	0	3		
	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.