

2023-2024

Gilat Satellite Networks Ltd.

Environmental Sustainability Report

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1 A Message from Our CEO¹

Dear Stakeholders,

At Gilat Satellite Networks, sustainability is not merely a responsibility; it is embedded in our strategy, operations, and corporate culture. As we continue to expand our global reach, we remain deeply committed to minimizing our environmental footprint while ensuring that our technologies deliver meaningful value to the communities we serve worldwide.

Over the past two years, we have laid a strong foundation for effective environmental management. We have established the necessary infrastructure, defined clear performance metrics, and developed a structured action plan that aligns our capabilities with the expectations of our stakeholders.

We also set measurable targets and measured our greenhouse gas emissions at key operational sites. While our operations have grown in recent years, we have managed not to increase emissions. From 2023 to 2024, we achieved a 1% reduction in Scope 1 and 2 emissions, primarily due to decreased use of refrigerant gases following the replacement of chillers with newer units in 2021, as well as minimal refilling of fire suppression system gases in extinguishers. At the same time, we are expanding our renewable energy initiatives, strengthening our Scope 3 measurement framework, and defining targets to drive further progress.

We are working to identify and implement environmental sustainability solutions throughout our product lifecycle, from design and manufacturing to operation and end-of-life stages, as detailed later in this report. We also continue to promote environmental awareness among our employees and encourage sustainable practices across our sites.

As we look ahead, we remain committed to transparency, accountability, and innovation, ensuring that sustainability continues to guide our decisions and support our long-term growth.

With appreciation and optimism,

Adi Sfadia

Chief Executive Officer

Gilat Satellite Networks Ltd.



¹ GRI 2-22

2 A Message from Our ESG Committee

Dear Readers,

As the ESG Steering Committee of Gilat Satellite Networks, we are proud to present the company's third Environmental Sustainability Report, covering the years 2023–2024. This report represents the collective efforts of many teams across the organization who are dedicated to integrating sustainability into every aspect of our business.

Over the past two years, we have focused on establishing the infrastructure and tools necessary for effective environmental management. These efforts include creating robust data collection methods, setting measurable goals, and aligning our initiatives with international frameworks such as the GRI Standards and the SASB Index.

This third Environmental Sustainability Report (2023–2024) reflects our achievements and continued progress as we now cover all sites generating over 91% of the Company's revenue - Israel (approximately 32%), the United States (44%), and Peru (approximately 15%). Accordingly, these sites have been identified as material and form the scope of reporting in this Environmental Sustainability Report.

It reaffirms our dedication to transparency, continuous improvement, and leadership in environmental responsibility.

Our work has been guided by a clear purpose - to ensure that Gilat's environmental performance not only meets compliance requirements but also contributes to long-term resilience, innovation, and value creation for all our stakeholders.

We remain committed to collaboration and ongoing improvement. We welcome your insights and feedback as we continue advancing Gilat's sustainability journey.

Sincerely,

Gilat's ESG Committee Members

Doron Kerbel	Yossi Gal	Lior Moyal	Efrat Artzi	Shelly Mansdorf
Chief Legal Officer	SVP Operations	Chief People Officer	Legal Counsel	Facilities & Administration Director



3 Gilat at a Glance

Gilat Satellite Networks Ltd. is a global leader in satellite-based broadband communications with over 35 years of experience. We develop and deliver advanced solutions across satellite, ground and New Space connectivity, combining a comprehensive portfolio of high-performance terminals, cloud-based platforms and mission-critical services. With a presence around the world, we serve commercial and defense markets alike - committed to innovation, global reach and the belief that everyone has the right to be connected.



We believe that everyone deserves to be connected - everywhere. At Gilat, we create and deliver advanced technologies that power connectivity across satellite, ground, and new space domains. United by passion, expertise, and a shared sense of purpose, our global team works to expand access to communication and to build a more connected and inclusive world.

Partnership - We maintain a trusted, responsive and agile partnership with all of our stakeholders

Can Do Attitude - With a passionate and winning spirit, we are eager to rise to every challenge

Deep Technology - With perpetual curiosity & expertise, we develop the most innovative solutions

Global Team - Keeping a global mindset, we have created a diverse & collaborative working environment

4 Environmental Management ²at Gilat

As a leading global provider of satellite-based broadband communications, Gilat recognizes the growing urgency of addressing climate change and protecting the environment. We understand our responsibility to act sustainably and are committed to minimizing our environmental footprint while maximizing the positive impact of our technologies and operations on communities worldwide.

At Gilat, environmental sustainability is not an afterthought - it is embedded in the way we design our products, manage our facilities, and engage with suppliers, partners, and customers. We strive to go beyond regulatory compliance by adopting forward-looking practices and continuously building our knowledge to position Gilat as a leader in environmental stewardship.

Our environmental targets for 2025-2026 in Israel are:

- Achieve at least 90% reduction in Scope 1 and 2 GHG emissions through the use of renewable electricity by the end of 2026
- Conduct an annual audit to ensure continued compliance with ISO 14001
- Maintain or reduce energy consumption per capita
- Achieve a 15% reduction in paper consumption by the end of 2025
- Ensure a response rate of at least 70% for the Conflict Minerals Reporting Template Due Diligence process for 2025 yearly report
- Continue promoting 100% of our e-waste disposed of according to local regulations, preferably for reuse and recycling

During the next two years, we aim to set local environmental targets for the key global sites included in this report.

4.1 Environmental Sustainability Policy³

Our [Environmental Sustainability Policy](#), a key pillar of Gilat's Corporate Responsibility and ESG Strategy, reflects this commitment. It guides our actions across the entire lifecycle of our solutions - from sourcing materials and managing operations to delivering products and supporting clients. The policy includes clear measures that promote resource efficiency, circular economy practices, waste reduction, and the adoption of green procurement and office standards. It also emphasizes collaboration with local communities, municipalities, and industry peers to raise awareness and encourage collective action.

We are committed to reducing our carbon footprint by cutting energy consumption and moving toward renewable energy sources to lower GHG emissions over the long term. At the same time, we continuously set measurable environmental objectives, approved by management, to ensure accountability and ongoing improvement.

As part of our commitment to continuous environmental stewardship, the company is preparing the next phase of its sustainability journey. Following the successful completion of

² GRI 3-3

³ GRI 2-23 | GRI 103-1

our internal Environmental Action Plan, we plan to develop both a comprehensive Transition Plan⁴ and an Adaptation Plan⁵ in the coming years. These initiatives will guide us in addressing climate-related risks and opportunities, ensuring that our operations remain resilient while aligning with long-term decarbonization goals. Together, they will strengthen our ability to navigate the evolving sustainability landscape and reaffirm our responsibility to future generations.

4.2 Environmental Management System⁶

At Gilat, we are committed to strengthening our corporate management system through effective, transparent governance and a robust compliance framework. We continuously work to ensure that our business practices are legal, fair, and aligned with international best practices.

In Israel, our environmental commitment is anchored in the Environmental Management System (EMS), which is certified under **ISO 14001**. This system enables us to closely monitor compliance with local and international environmental regulations, as well as relevant product-related standards.

At our oversea sites, we plan to scale the local learnings to establish a similar environmental management system. In Peru we plan to get ISO 14001 certification during 2025. In addition, we adhere to global requirements such as:

- **RoHS** - Restriction of Hazardous Substances in electrical and electronic equipment, EU regulation.
- **Conflict Minerals reporting obligations** - in accordance with Section 1502 of the Dodd-Frank Act. For further information see our [Conflict Minerals Policy](#).

We also encourage our suppliers and subcontractors to align with these standards, reinforcing environmental and social responsibility across our value chain.

4.3 Regulatory Compliance

Gilat is committed to maintaining environmental compliance across all its operations. We operate in accordance with applicable laws, regulations, and international standards, while continuously monitoring our activities to ensure adherence to environmental requirements. Beyond compliance, we seek to adopt best practices in environmental management, including responsible resource use, and ongoing improvement of our processes. This commitment reflects our responsibility to minimize environmental risks, safeguard natural resources, and support long-term sustainable growth.

⁴ GRI 102-1

⁵ GRI 102-2

⁶ GRI 2-24

4.4 Environmental Governance⁷ and Responsibility

- Gilat's environmental pillar is managed within the Company's ESG framework, under the following ESG governance structure:
- Gilat's ESG strategy is led by the Legal Department.
- The SVP of Operations ensures operational efficiency, compliance with ISO 14001 at our Israeli site, and oversees strategic planning, budgets, and performance monitoring related to environmental objectives.
- Facility management sustainability is overseen by the Facilities & Administration Director, who is responsible for environmental policy implementation, facility management, procurement, travel, and EHS (Environment, Health, and Safety) matters. The Director also collaborates with designated focal points at selected operational sites to support data collection and the development of ESG management frameworks.
- Environmental updates are provided to Executive Management periodically, with additional meetings convened, as needed.
- The Board of Directors⁸ through its ESG committee provides oversight of Gilat's environmental action plan and annual reporting, ensuring that our activities align with both regulatory requirements and stakeholder expectations. As part of this responsibility, the Board's ESG committee convenes at least twice a year to review ESG and environmental matters, monitor progress, and guide future priorities.

4.5 Stakeholder Engagement and Collaboration⁹

Beyond internal management, Gilat actively engages with external stakeholders. Our EHS and facility management representatives were among the founders of the Petah Tikva Sustainability Forum in Israel in 2021, in cooperation with the municipality and leading local companies (e.g., Intel, Migdal, Azrieli, Kodak). One of the forum's key projects in 2022 focused on the separation of organic waste at the source in our dining operations, ensuring it was sent for environmentally responsible treatment. The selected facility uses anaerobic digestion, converting organic matter into renewable energy and soil conditioner - an initiative that reflects both our environmental commitment and collaborative approach to sustainability. The initiative remains in its formulation phase; progress was temporarily paused as a result of the war in Israel.

In addition to our leadership and participation in the Petah Tikva Sustainability Forum, Gilat actively engages other stakeholders. Employee engagement and awareness initiatives are detailed in the **Employee Engagement and Awareness** sub-chapter, while supplier environmental assessments and related activities are described in the **Supply Chain and Supplier Responsibility** sub-chapter.

⁷ GRI 2-9

⁸ GRI 2-14

⁹ GRI 2-29

4.6 Environmental Sustainability Measurement and Reporting

Transparency is central to Gilat's way of working. With this third Environmental Sustainability Report, we aim to provide our stakeholders with a clear view of Gilat's environmental efforts, progress, and achievements at our leading operational sites.

This 2023–2024 report covers our sites that generate over 91% of the Company's revenue, located in Israel (approximately 32%), the United States (44%), and Peru (approximately 15%). Accordingly, these sites have been identified as material and constitute the scope of this Environmental Sustainability Report.

As previously explained, over the past two years, we have enhanced our measurement capabilities and data collection infrastructure. We continue to monitor our GHG emissions and report on Scope 1, 2, and 3 emissions.

This report demonstrates our dedication to contributing to a sustainable future - for our generation and those to come.

5 Our Environmental Sustainability Approach, throughout our Value Chain

Gilat has identified its material ESG topics for reporting through a dialogue with stakeholders. Under the environmental pillar, the selected topics are climate action, materials consumption (product end-of-life and lifecycle management), waste management, responsible supply chain, and employee environmental awareness. In addition, while water use was not identified as a material topic, the Company has nevertheless decided to report on it, reflecting its alignment with the SASB Guidance and its importance to sustainable business practices.

Based on the material topics identified, we have aligned our value chain and developed the following approach to managing our environmental sustainability across all operations and in collaboration with our stakeholders - focusing on products and customers, our facilities, employee awareness and engagement, and our responsible supply chain.

			
Products & Services/ Customers	Facilities	Employees & communities	Business Partners & Suppliers
▪ Designed to use less energy ▪ Designed using less materials ▪ Designed to be able to recycle at end-of-life ▪ Sustainable packaging-less material, recycled material used and can be recycled	▪ Climate action and GHG emissions monitoring ▪ Renewable energy PPAs ▪ Employee commute and transportation ▪ Waste management ▪ Hazardous substances management (below regulatory requirements) ▪ Water use	▪ Internal supporting culture and communications ▪ 'Gilat Goes Green'- offices and working environment ▪ Environmental awareness ▪ External environmental dialogue (including Social-Environmental community engagement)	▪ Policies and procedures- Promoting environmental sustainability with our suppliers ▪ Suppliers' assessments ▪ Joint initiatives for sustainable product production

6 Environmental Performance

6.1 Climate Greenhouse gas (GHG) emissions

Since 2022 we measure our Scope 1, Scope 2 and Scope 3 GHG emissions. Our activities are divided according to the following levels:

Scope 1 (direct emissions) - emissions are those from activities owned or controlled by our organization:

- Fuel consumption (for company cars)
- Diesel consumption (for emergency generator)
- Refrigeration operating emissions (AC systems for offices and communication rooms)
- Fire suppression systems (electric panels and fire extinguishers)
- Ozone Depleting Substances (ODS) for testing stoves

Scope 2 (energy indirect) - emissions released into the atmosphere that are associated with our consumption of purchased electricity, heat, steam, and cooling:

- Electricity (generation factor)

Scope 3 (other indirect) - emissions that are a consequence of actions that occur at sources we do not own or control and are not classified as Scope 2 emissions:

- Business Travel
- Employee commuting
- Water consumption
- Paper consumption for printing
- Single-use plastics consumption
- Paper, e-waste, cardboard, packages, beverage can & bottle waste & recycling

The calculation of GHG emissions is conducted according to the GHG Protocol. Scope 1 and 2 emissions are calculated based on the Israeli Ministry of Environmental Protection GHG emissions Voluntary Reporting. UK Government conversion factors for greenhouse gas reporting (DEFRA) are used in all Scope 3 calculations.

Data includes only sites under Gilat's full operational control and excludes managed properties.

The Company operates sites in nearly 20 countries. However, sites generating over 91% of the Company's revenue are located in Israel (approximately 32%), the United States (44%), and Peru (approximately 15%). Accordingly, these sites have been identified as material and form the scope of reporting in this Environmental Sustainability Report.

Our total GHG emissions from these sites increased by 31% between 2023 and 2024, driven

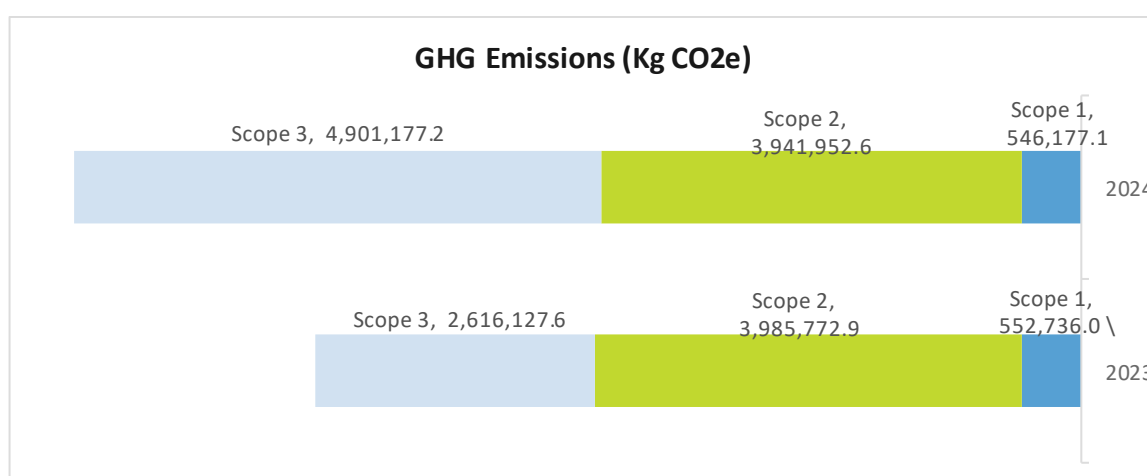
solely by Scope 3 emissions, primarily due to a threefold increase in business flights compared to the previous year. We are pleased to report a reduction in Scope 1 **(-1%)** and Scope 2 **(-1%)** emissions over the same period, reflecting the impact of energy-related initiatives implemented in recent years, as well as our transition toward hybrid and electric vehicles.¹⁰

GHG Emissions by Scope, total Intensity (in tCO₂e, per capita) – GRI 102-5, 102-6, 102-7, 102-8

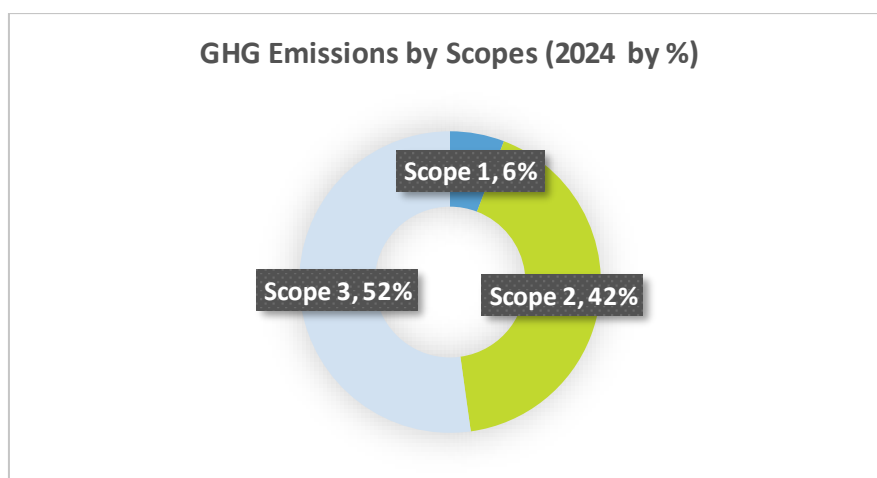
Emissions (tCO ₂ e)	Measurement Unit	2021*	2022*	2023**	2024	% change 2023 to 2024
Scope 1	tCO ₂ e	1,075	1,391	553	546	-1%
Scope 2	tCO ₂ e	1,450	1,344	3,986	3,942	-1%
Total Scope 1&2 Emissions	tCO ₂ e	2,525	2,735	4,539	4,488	-1%
Scope 1&2 GHG intensity	tCO ₂ e / employees	9.6	9.4	5	5.3	6%
Scope 3	tCO ₂ e	526	1,174	2,616	4,901	87%
Total Scope 1-3 GHG Emissions	tCO ₂ e	3,051	3,909	7,155	9,389	31%
Scope 1-3 GHG intensity	tCO ₂ e / employees	11.6	13.43	7.9	11.1	41%

* Israel HQ site data only

** 2023 electricity consumption data for the company's site in Peru is estimated



¹⁰ GRI 102-9



Gilat's GHG emissions are primarily driven by Scope 3 emissions, which include indirect emissions across the value chain (52%). These are followed by Scope 2 emissions from purchased electricity consumption, representing indirect emissions (42%), while Scope 1 emissions - direct emissions from owned or controlled sources - account for 6%.

The reduction in GHG emissions is the result of several initiatives such as the switch to environmentally friendly refrigerants. In addition, a reduction in the number of operational vehicles, combined with the transition of employees to hybrid, electric, and plug-in vehicles, has contributed to lower fuel consumption.

Learn more about our energy efficiency initiatives in the following **Energy efficiency** sub-chapter.

Scope 3 emissions by Category – GRI 102-7

Scope 3 category (Upstream)	MoU	2023	2024
Category 1: Purchased goods and services	tCO ₂ e	11,489.5	11,872
Category 5: Waste generated in operations	tCO ₂ e	44,735	42,739
Category 7: Employee commuting	tCO ₂ e	1,451,855	1,620,348
Category 6: Business travel	tCO ₂ e	1,108,048	3,226,218
Total Scope 3	tCO ₂ e	2,616,128	4,901,177

The significant increase in Scope 3 emissions was mainly driven by higher business travel in 2024, which resulted from preparations for the acquisition of additional U.S. operations; the acquisition was completed in January 2025.

Gilat has no air emissions¹¹ of nitrogen oxides (NO_x), sulfur oxides (SO_x), or other significant pollutants. Additionally, during the reporting years, the company used FM-200 (HFC-227ea). It also used Halon 1211 refills (ODS) considered to have emissions of ozone-depleting substances (ODS) from refrigerants estimated in 5.25 metric ton CO₂e at the company's

¹¹ GRI 305-6

¹² GRI 305-7

Israeli site.

6.2 Energy efficiency

6.2.1 Electricity Consumption

As a leading technology company, Gilat relies on energy resources, primarily electricity consumption, for powering our operations and in the deployment of our solutions. Our company-wide commitment to supporting the conservation of natural resources, reducing energy consumption, seeking sustainable alternatives and creating energy efficient products is outlined in our Environmental Sustainability Policy.

We procure electricity from the local grid and continuously measure and monitor our consumption. Each year, we establish an organizational target to reduce electricity usage by implementing initiatives that promote greater energy efficiency.

Electricity Consumption and Intensity (in kWh, per capita) – GRI 103-2, 103-3, 103-4

Environmental KPIs	MoU	2021*	2022*	2023**	2024**	% change 2023 to 2024
Electricity Consumption	kWh	2,914,720	2,854,840	12,530,048	12,629,650	0%
Electricity Intensity	MWh / employees	11.08	9.8	17.09	18/41	8%

* Israel HQ site data only

** Excluding solar energy production and consumption at the Gilat Peru site in the Proyecto IAL region (see detailed information in the "Renewable Energy" section). In addition, 2023 electricity consumption data for the company's site in Peru is estimated.

Our energy efficiency initiatives¹³ include the installation of new chillers and an internal awareness program aimed at reducing electricity consumption, mainly at our Headquarters located in Israel.

We continue to evaluate opportunities to reduce annual energy usage by improving efficiency and consolidating or eliminating redundant or underutilized office space. We plan to continue to reduce electricity use at all our facilities.

6.2.2 Renewable Energy

We are proud of our local solar energy projects in rural areas of Peru, which support local electricity consumption through renewable solar power. Gilat Peru generates and consumes a total annual energy output of 413,661 kWh across regions including Apurímac, Ayacucho, Huancavelica, Cusco, Amazonas and the Proyecto IAL region (GTH project). In 2024, total

¹³ GRI 103-5

renewable (solar) energy generation and consumption at the sites covered in this report accounted for **3%** of their total electricity consumption.

In 2024, as part of the company's environmental work plan, an opportunity to procure renewable electricity at our Israeli site was identified. A purchase power agreement (PPA) was signed in 2025, which will become effective in January 2026. This agreement is expected to result in an immediate and measurable reduction of the company's Israeli site Scope 2 emissions once implemented.

6.2.3 Fuel and Refrigerant Consumption

Scope 1 energy-related emissions include both refrigerant gases and fuels (diesel and gasoline) used by Gilat's operational vehicles. Over the reporting period, the Company has demonstrated a reduction in these emissions, driven by several targeted initiatives, mainly at our Israeli site.

Energy Consumption (in liters and kg) – GRI 103-2, 103-3, 103-4

Energy consumption	MoU	2021*	2022*	2023	2024	% change 2023 to 2024
Diesel fuel for operational vehicles	Liters	0	168	1,128	1,211	7%
Gasoline fuel for operational vehicles	Liters	2,860.7	3,000	22,565	19,749	-12%
halon 1211 gas refill (extinguisher)	kg	660.4	721.5	15	3	-80%
FM200 refill (extinguisher) HFC227ea	kg			1.4	7.4	429%
R22	kg			12.1	12.1	0%
R410A	kg			5.8	18	210%
R134A	kg			94.4	94.4	0%
Purchased Natural gas	Ma			77,840	77,840	0%

* Israel HQ site data only

The reduction in energy-related emissions at our Israeli site is attributed to several factors: refrigerant emissions decreased by **80%** due to efficiency measures, including the installation of new chillers and the shift to environmentally friendly refrigerants.

a decrease in the number of operational vehicles led to lower fuel consumption
employees have been encouraged to transition to hybrid, electric, and plug-in vehicles.

6.2.3.1 Transitioning to Hybrid, Plug-in and electric vehicles at Gilat's HQs

As part of employees' benefit options, Gilat supports our employees with leasing agreements for their private vehicles, and encourages the choice of efficient, hybrid, plug-in and electric

cars. The encouragement derives from the free charging stations. As demand grows for these more sustainable cars, we continue to supply more charging stations for electrical and plug-in vehicles at our Israeli site.

Year	2021	2022	2023	2024
Charging stations	2	6	8	12
Plug-in/electric cars (including 2 company operational vehicles)	4	11	17	20

Our employees' residences are spread all over Israel, and unfortunately, public transportation does not properly cover their needs. Nonetheless, we try to encourage them to take the train, by subsidizing a cab from the train station to our offices.

6.3 Product Environmental Impact

As part of Gilat's commitment to environmental sustainability, the Company strives to minimize the environmental impact of its products during both the design and packaging stages, according to the following principles:

Product Design:

- Energy efficiency is a key consideration in product design. We are proud of the achievements in this area, which meet consumer expectations while reducing environmental impact for future generations.
- Material weight is carefully evaluated, and efforts are made to minimize the amount of materials used.
- Products are designed for long life, typically 10–15 years or more. Moreover, new products are designed to be compatible with older models, ensuring continued operation of existing units.
- While our products do not currently contain recycled materials, all components are designed to be recyclable at the end of their life.
- We use minimal hazardous substances, in compliance with RoHS regulations, and ensure all levels are below regulatory limits. Additionally, our products do not contain conflict minerals.
- All products are accompanied by a detailed bill of materials provided to our customers.

Packaging and Circular Economy:

- Our procurement team works to minimize packaging materials wherever possible.
- We continuously explore alternatives to make packaging as environmentally friendly as possible.
- Recycled metals, such as aluminum, are used, alongside non-polluting coatings, and suppliers are required to provide materials with minimal environmental impact.
- All materials and surface finishes comply with RoHS directive
- All packaging materials are recyclable, with certifications obtained from suppliers.

Note: The above refers only to our products and their packaging. The company cannot commit that all suppliers ship equipment or raw materials in recyclable packaging. Most of the packaging received consists of recyclable cardboard.

6.4 Material Consumption and Waste Management

As part of our environmental management efforts, we closely monitor and track the use of materials to ensure that they are correctly disposed of or recycled, where possible. At our headquarters, we do not engage in manufacturing, and thus most of the data we track regarding materials usage pertains to office supplies such as paper, single-use plastics and beverage containers.

The company has no hazardous waste arising from its operations.

6.4.1 Paper procurement and use

We have set a target of achieving an 8% reduction in paper consumption by the end of 2025, and we are on track, having already achieved a 5.3% reduction between 2023 and 2024.

Paper procurement (in Kg, per capita) – GRI 301-1

Paper procurement*	MoU	2022**	2023	2024	%change 2023 to 2024
Purchased Paper	Kg	1,478	5,810	5,766	-1%
Purchased paper intensity	Kg / employee	5.08	6.41	6.83	7%

* Part of our paper procurement consists of recycled paper.

** Israel HQ site data only

Paper Consumption (in Kg, per capita) – GRI 301-1

Printed paper	MoU	2021*	2022*	2023	2024	% change 2023 to 2024
Printed paper in weight	Kg	994.2	674.8	3,268	3,742	15%
Printed paper intensity	Kg / employee	NA	2.32	3.61	4.43	23%

* Israel HQ site data only

In recent years, we have consistently reduced total paper purchasing and consumption by promoting awareness, promoting digital media use and implementing new controls on printing equipment, thereby encouraging less printing across the organization. All our used papers are collected and sent to recycle.

6.4.2 Responsible E-Waste Recycling

Proper disposal of electronic waste (e-waste) is a priority for our environmental management

system. Our goal is to have 100% of the e-waste collected - disposed of according to local regulations, preferably for reuse and recycling. Internally, for example, at Gilat's headquarters, we recycle all electronics and computers used in our offices, including e-waste from offices that were decommissioned and old IT equipment. We encourage the increase of e-waste recycling since our employees have wide access to e-waste recycling bins in our offices, where they can throw electronic products and batteries.

Electronic Waste for Recycling (in kg) – GRI 306-1-4

Electronic waste	MoU	2021*	2022*	2023	2024	% change 2023 to 2024
E-waste sent to recycle	Kg	16,863	18,973	29,292	16,557	-43%

* Israel HQ site data only

Over the years, the Company has consistently succeeded in maintaining substantial levels of e-waste recycling. This achievement reflects our ongoing commitment to responsible waste management and environmental stewardship. By ensuring that electronic waste is properly collected and recycled, we help reduce environmental risks, recover valuable materials, and contribute to a more circular economy. Looking ahead, we remain dedicated to strengthening our practices and will continue to prioritize e-waste recycling as an integral part of our broader environmental responsibility.

6.4.3 Total waste management

Total Waste Management and Intensity (in metric tons, per capita) – GRI 306-1, 306-2, 306-3-5

Environmental KPIs	MoU	2021***	2022***	2023	2024	% change 2023 to 2024
Waste to Landfill*	Metric ton	22	17	75.2	72.5	-4%
Waste to recycle**	Metric ton	13.7	49.2	53.4	39.6	-26%
Total Waste	Metric ton	35.8	66.39	128.6	112.1	-13%
% Waste to Recycle	%	38%	74%	42%	35%	-15%
Waste to Landfill Intensity	Metric ton /employees	0.08	0.06	.008	0.09	-4%
Waste to Recycle Intensity	Metric ton per capita	0.05	0.17	0.14	0.13	-6%

* Organic waste and biodegradable disposables from offices

** Paper, bottles, cardboard, electronic waste

Note: Total packaging materials weight in Israel is negligible – In 2023: 0.00057 tons (0.58 kg) I in 2024 0.0801 tons (80.1 kg). All can be recycled

*** Israel HQ site data only

As previously noted, we are strongly committed to diverting waste from landfill. This year, we achieved an impressive **13%** reduction in total waste, with **35%** of waste being recycled.

Since 2022, we have partnered with Yarok Hevraty, an organization that employs people with disabilities, to manage our recycling streams, including paper, packaging, cans, and plastic bottles at our Headquarters located in Israel. Looking ahead, we aim to further enhance our capabilities in collecting, recycling, tracking, and reporting data related to our recycling efforts.

6.5 Water Use

Gilat has not identified water as a material topic, as its overall water usage is relatively minor compared to its operations. Nevertheless, we have chosen to report on water in order to continue monitoring consumption and to explore opportunities for reduction, reflecting our environmental responsibility and commitment.

Water is sourced from local municipal authorities and is primarily used for general operational purposes. Wastewater is returned to the same municipal systems, and does not contain hazardous substances nor require regulatory treatment.

In 2023-2024, water consumption increased in line with workforce growth. During renovations we install across all restrooms smart water taps, which help reduce consumption. We will continue to monitor water usage and implement initiatives aimed at further reducing consumption in the coming years.

Water Consumption and Intensity (in cubic meter, per capita) – GRI 303-1, 303-2, 303-3/5

Environmental KPIs	MoU	2021*	2022*	2023	2024	% change 2023 to 2024
Water Consumption	Cubic meter	2,2088.8	2,239.8	16,716	18,682	12%
Water Intensity	Cubic meter / employees	7.94	7.7	18.45	22.13	20%

* Israel HQ site data only

6.6 Employee Engagement and Awareness – Gilat Goes Green – at our HQs

At Gilat, we believe that all employees play an important role in advancing our Environmental Sustainability Policy by making careful use of resources and contributing to environmental improvements. To support this, we continue to promote awareness and engagement through our “Gilat Goes Green” campaign, first launched in 2022 at our headquarters in Petah Tikva, Israel.

Since the launch, we have implemented a variety of initiatives, including:

- Separation of waste streams for recycling (packaging, paper, e-waste, batteries, etc.), with disposal handled by a third-party employing people with disabilities.
- Transition to sustainable materials, such as 100% recycled paper products and biodegradable cleaning supplies.
- A significant reduction in single-use plastics by providing all employees with reusable bottles, mugs, utensil sets, and cooler bags for take-away meals.
- Communication and education efforts, including webinars, signage, quarterly recycling reports, and family-oriented sustainability tips, and updates to our New Employee Orientation (NEO) program, which now incorporates Gilat’s environmental responsibility, sustainable culture, and the individual role each employee plays in supporting these initiatives.
- Partnerships to reduce food waste, including a successful pilot with Leket Israel, through which 1,680 meals were donated.

Every year during the summer break, employees are invited to recycle school bags, toys, books, and school supplies (in good condition) by donating them to underprivileged families in Petah Tikva. This initiative reflects our commitment to sustainability, community engagement, and giving back. It’s a great opportunity to tidy up at home while making a meaningful difference in the lives of others.

In 2024, we expanded our efforts by continuing to support Gilat Goes Green with regular tips, communications, and events. We also conduct an annual employee survey to assess satisfaction with the program, consistently achieving high scores over the years – 4.34 in 2025. Below are employee’s response rating to the statement: “I am pleased that Gilat is taking active steps to minimize environmental impact, promote recycling, reduce landfill waste, and advance its transformation into a more sustainable, “green” organization”.

	2023	2024	2025	% change 2025/2024
Gilat Goes Green employee satisfaction rating	4.39	4.14	4.34	5%

Looking ahead, we plan to scale Gilat Goes Green to additional sites worldwide, reinforcing our commitment to fostering a sustainable culture across the company. We also continue to promote environmental awareness among employees and actively collect and encourage their ideas and suggestions for improvements.



Gilat Goes Green Campaign



Source separation bins



In Hebrew: I'm also 100% recycled



Reusable water bottle, coffee mug and utensil set

6.7 Supply Chain and Supplier Environmental Responsibility

Gilat is committed to responsible procurement practices that reflect our values and sustainability goals. We conduct thorough due diligence and assess our suppliers. Through open channels of dialogue, we foster transparency and collaboration, always seeking opportunities for mutual improvement and long-term partnership with our suppliers.

Prior to any engagement with Gilat, our suppliers are required to fill in a quality assessment questionnaire, which is re-assessed on a periodic basis per ISO requirements. In addition, Gilat's suppliers are required to contractually comply with and adhere to [Supplier Code of Conduct](#) and applicable Gilat's policies (such as our [Code of Ethics](#), Anti-bribery and Anti-corruption Policy, conflict mineral etc.). Based on the nature of the engagement, such obligations may be adjusted.

As part of our supplier assessment process, a Quality questionnaire is sent to key manufacturing-related suppliers. The questionnaire covers compliance with international standards such as ISO 9001, ISO 14001, ISO 45001, ISO 27001 and for relevant suppliers it also covers AS9100. It also requires suppliers to demonstrate the existence of REACH/RoHS compliance, traceability systems in production, and a Business Continuity and Disaster Recovery Plan.

Gilat has conducted an assessment for 47 of its suppliers:

85% are certified for ISO9001	12% are certified ISO14001
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Conflict Minerals

Gilat expects its [suppliers](#) of products containing tin, tantalum, tungsten, and gold to comply with the OECD guidance on responsible sourcing. Suppliers are required to conduct reasonable due diligence, implement policies with their sub-suppliers, and provide traceability data upon request. Gilat references the Conflict-Free Smelter Program (CFSP) to verify compliant smelters and reserves the right to request additional evidence to ensure responsible sourcing.

7 About this report

This is Gilat's third Environmental Sustainability Report, providing an overview of the environmental performance, projects, and activities at our key sites generating over 91% of the Company's revenue. The report has been prepared with reference to the GRI Standards 2021, incorporating relevant SASB guidelines, and covers activities undertaken from January 1, 2023, to December 31, 2024. The report includes Scope 1, 2, and 3 emissions and is designed to address the expectations of Gilat's stakeholders, including customers, partners, and employees.

The data presented in this report is consistent with information disclosed in previous reports and other communications issued by Gilat. This report is separate from the company's financial statements, as well as from Immediate or Periodic Reports of Gilat. In the unlikely event of any discrepancy, the financial statements will take precedence. We extend our thanks to all employees and contributors involved in the data collection, writing, and production of this report.

For questions, feedback, or suggestions, please contact:
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8 GRI Index Table

Statement of use¹⁴	Gilat Satellite Networks has reported the information cited in this GRI content index for the period between January 1, 2023 and December 31, 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

Topic	Data Description	GRI	Link to Relevant Information
1. The organization and its reporting practices	Organizational Details	2-1	20F - Annual Report
	Entities included in the organization's sustainability reporting	2-2	Gilat's material sites generating over 91% of the Company's revenue are located in: - HQ in Petach Tikva, Israel (approximately 32%) - United States (44%) – DataPath and Wasvestream. (Please note that our SBS site joined Gilat in 2025 and is not covered in this report) - Peru (approximately 15%)
	Reporting period, frequency and contact point	2-3	About this Report – Jan 1, 2023-Dec 31, 2024
	Restatements of information	2-4	Electricity tables and e-waste data in 2022 due to updated process for data collection
	External assurance	2-5	NA
	Activities, value chain and other business relationships	2-6	20F - Annual Report
2. Activities and workers	Employees	2-7	20F - Annual Report Employee data is not included in this disclosure
	Workers who are not employees	2-8	20F - Annual Report Employee data is not included in this disclosure
	Governance structure and composition	2-9	20F - Annual Report For Environmental sustainability see: Environmental Management
3. Governance	Nomination and selection of the highest governance body	2-10	20F - Annual Report
	Chair of the highest governance body	2-11	20F - Annual Report
	Role of the highest governance body in overseeing the	2-12	20F - Annual Report

¹⁴ GRI 2-3

Topic	Data Description	GRI	Link to Relevant Information
	management of impacts		
	Delegation of responsibility for managing impacts	2-13	20F - Annual Report
	Role of the highest governance body in sustainability reporting	2-14	Oversight on environmental action plans and annual reporting Environmental Management
	Conflicts of interest	2-15	Code of Ethics
	Communication of critical concerns	2-16	20F - Annual Report
	Collective knowledge of the highest governance body	2-17	20F - Annual Report
	Evaluation of the performance of the highest governance body	2-18	20F - Annual Report
	Remuneration policies	2-19	20F - Annual Report
	Process to determine remuneration	2-20	20F - Annual Report
	Annual total compensation ratio	2-21	20F - Annual Report
4. Strategy, policies and practices	Statement on sustainable development strategy	2-22	A Message from Our ESG Committee
	Policy commitments	2-23	Code of Ethics Corporate Governance For Environmental sustainability commitments see: Environmental Management
	Embedding policy commitments	2-24	Corporate Governance For Environmental sustainability see: Environmental Management
	Compliance with laws and regulations	2-27	Code of Ethics Corporate Governance
5. Stakeholder engagement	Approach to stakeholder engagement	2-29	Environmental Management Note: Reporting Misconduct Gilat provides a public channel for reporting illegal, unethical, or non-compliant behavior, as outlined in its Code of Ethics , ensuring that employees and stakeholders can raise concerns safely and confidentially.
	Collective bargaining agreements	2-30	20F - Annual Report

Topic	Data Description	GRI	Link to Relevant Information
GRI 3: Material Topics 2021	Process to determine material topics	3-1	Our Environmental Sustainability Approach
	List of material topics	3-2	• GHG Emissions • Energy Efficiency • Water Use • Waste Management

	Management of material topics	3-3	Environmental Management
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Topic	Data Description	GRI	Link to Relevant Information
GRI 102: Climate Change 2025	Transition plan for climate change mitigation	102-1	Environmental Management
	Climate change adaptation plan	102-2	Environmental Management
	Just transition	102-3	N/A - Employee data is not included in this disclosure
	GHG emissions reduction targets and progress	102-4	Environmental Performance
	Scope 1 GHG emissions	102-5	Environmental Performance
	Scope 2 GHG emissions	102-6	Environmental Performance
	Scope 3 GHG emissions	102-7	Environmental Performance
	GHG emissions intensity	102-8	Environmental Performance
	GHG removals in the value chain	102-9	Environmental Performance
	Carbon credits	102-10	N/A
GRI 103: Energy 2025	Energy policies and commitments	103-1	Environmental Management
	Energy consumption and self-generation within the organization	103-2	Environmental Performance
	Upstream and downstream energy consumption	103-3	Environmental Performance
	Energy intensity	103-4	Environmental Performance
	Reduction in energy consumption	103-5	Environmental Performance
GRI 301: Materials 2016	Materials used by weight or volume	301-1	Environmental Performance
	Recycled input materials used	301-2	Environmental Performance
GRI 303: Water and Effluents 2018	Interactions with water as a shared resource	303-1	Environmental Performance
	Management of water discharge-related impacts	303-2	Environmental Performance
	Water withdrawal	303-3	Environmental Performance
	Water consumption	303-5	Environmental Performance
GRI 305: Emissions 2016	Emissions of ozone-depleting substances (ODS)	305-6	Environmental Performance
	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	305-7	N/A – No relevant air emissions associated with Gilat's activities
GRI 306:	Waste generation and significant waste-related impacts	306-1	Environmental Performance

Topic	Data Description	GRI	Link to Relevant Information
Waste 2020	Management of significant waste-related impacts	306-2	Environmental Performance
	Waste generated by type and disposal method	306-3	Environmental Performance
	Waste diverted from disposal	306-4	Environmental Performance
	Waste directed to disposal	306-5	Environmental Performance
GRI 306: Effluents and Waste 2016	Significant spills	306-3	N/A – No relevant spills associated with Gilat's activities

9 SASB Index Table

9.1 Hardware

Accounting Metric	Code	Disclosure
Product Lifecycle Management		
Percentage of products by revenue that contain IEC 62474 declarable substances ⁽¹⁾	TC-HW-410a.1	Based on RoHS which align with substance restrictions covered in IEC 62474 it is likely all products comply.
Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent ⁽¹⁾	TC-HW-410a.2	No products are registered in EPEAT
Percentage of eligible products, by revenue, certified to an energy efficiency certification ⁽¹⁾	TC-HW-410a.3	NA
Weight of end-of-life products and e-waste recovered; percentage recycled ⁽¹⁾	TC-HW-410a.4	Environmental Performance
Supply Chain Management		
Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities ⁽¹⁾	TC-HW-430a.1	Gilat is not an RBA member nor has it completed an RBA SAQ.
Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority nonconformances and (b) other nonconformances ⁽¹⁾	TC-HW-430a.2	NA
Materials Sourcing		
Description of the management of risks associated with the use of critical materials ⁽²⁾	TC-HW-440a.1	Environmental Performance

All other topics listed in the SASB standards are not relevant for this report, as it focuses exclusively on environmental matters.

9.2 Software and IT Services

Accounting Metric	Code	Disclosure
Environmental Footprint of Hardware Infrastructure		
(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable ⁽¹⁾	TC-SI-130a.1	Environmental Performance
(1) Total water withdrawn, (2) Total water consumed; percentage of each in in regions with High or Extremely High Baseline Water Stress ⁽¹⁾	TC-SI-130a.2	Environmental Performance
Discussion of the integration of environmental considerations to strategic planning for data center needs ⁽²⁾	TC-SI-130a.3	Environmental Management

All other topics listed in the SASB standards are not relevant for this report, as it focuses exclusively on environmental matters.