



HUB CYBER SECURITY LTD.

ESG POLICY

2023

Policy Custodian

Chief Legal and Compliance Officer

Version and Policy Number

ESG/ESG Policy-1/Feb2023/V.#1

Policy effective from (Date of Board approval)

[insert date]

Version Status

Version	Date	Author	Description	Status
1.0	Feb 2023	Chief Legal and Compliance Officer	ESG Policy	Effective
2.0	Jan 2024	Chief Legal and Compliance Officer	Updated ESG Policy	To be reviewed, amended as and if necessary, and approved

Policy Custodian Approval

Document Owned by	Name	Date	Signature
Chief Legal and Compliance Officer	Osher Partok Rheinisch	[Signature]	[Signature]

Executive Approvals

Approved by	Name	Date	Signature
CEO	Uzi Moskovitch	[Signature]	[Signature]

Nominating, Governance, Compliance and Sustainability Committee Approvals

Approved by	Name of Board member	Date	Signature
Chairman of the Committee		[Signature]	[Signature]
Member of Committee		[Signature]	[Signature]
Member of Committee		[Signature]	[Signature]

Board of Directors Approvals

Approved by	Name	Date	Signature
Chairman of the Board		[Signature]	[Signature]
Board of Directors Member		[Signature]	[Signature]
Board of Directors Member		[Signature]	[Signature]
Board of Directors Member		[Signature]	[Signature]
Board of Directors Member		[Signature]	[Signature]
Board of Directors Member		[Signature]	[Signature]
Board of Directors Member		[Signature]	[Signature]
Board of Directors Member		[Signature]	[Signature]
Board of Directors Member		[Signature]	[Signature]



HUB CYBER SECURITY LTD. ESG POLICY

HUB Cyber Security Ltd. (“HUB” or the “Company”) develops and sells Confidential Computing systems that combine proprietary hardware and software to create powerful cyber-protection for computers that handle sensitive data. HUB is seeking to redefine cyber security through its Confidential Computing solution, the only available technology model that HUB believes is able to address today’s cybersecurity challenges. In doing so, we combine the use of technology, the skills of our employees and partners, and another knowhow.

Governance

The Company operates a set of governance policies which contribute to our ESG approach, including a Code of Conduct applicable to our employees and directors. These policies concerning governance matters, together with this ESG Policy, set out the core values and beliefs of the Company and provides the basis for all business conduct. Our guidelines for conducting Company business are consistent with the highest standards of business ethics, which also resonates to our vendors through the Vendor Code of Conduct.

As part of this culture, core values and beliefs and as part of the Company’s ESG commitment, the Company believes in its ability to influence our supply and fulfilment chain. As such, we commit to the following:

- follow our principles and bring them to the attention of our partners, vendors, and other providers;
- prefer partners, vendors, and providers who share our approach and pursue similar goals;
- invest resources to develop better solutions that could impact the consumption of waste associated with optimizing package size, shipping routes and paperless trade.

Environment

This commitment extends to the Company’s efforts to help protect the environment and, insofar as is practicable, minimize our impact on the environment. In terms of such matters, we would highlight the following efforts and objectives:

- We train our employees to recognize the importance of recycling, saving energy, reusing materials, donating old items, and viewing waste as a resource.
- Our business is the sale of products and the delivery of consumer goods, packed and wrapped in parcels to enhance the consumer experience. This means that while we may not be able to avoid packaging waste, we are able to encourage our partner brands and retailers to reduce packaging size, use recycled/sustainable materials and otherwise seek to reduce waste. Our technology can indirectly help our partners to use less waste (such as through the use of more efficient packing and the consolidation of split orders).
- We are investing in technology and integration with shipping partners that can operate using electronic shipping information (“paperless”) instead of printed shipping labels, airway bills and other
- paperwork and seek to partner with carriers that can offer this paperless service. We send our documents via email where possible or alternatively ask our suppliers and partners to use recycled paper for the production of such documents.

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- The Company promotes a sustainable environment at its offices such as strict “turn off” policy at the end of work-day, we avoid the use of paper/plastic cups, we don’t print unless absolutely necessary, and recycle what does have to be printed.

Social

In respect of social matters:

- The Company’s employee handbook establishes its expectations with respect to employees and the Company’s obligations and commitments to its employees.
- As part of the development of the Company’s ESG management system, the Company will incorporate appropriate procedures to diligence its supply chain. Such diligence will include issues like modern slavery, the working conditions of the employees of the Company’s partners, vendors, and providers, respect for human rights in the Company’s supply chain and other related ESG matters that the Company considers relevant. While the Company is not in the business of manufacturing goods and nor is the Company responsible for the supply chain of its partners (such as the merchants we partner with), we prefer to partner with partners that promote ESG requirements and are demonstrating compliance and adherence to ESG principles expected from such partners.
- We believe in supporting the community and we collaborate with a number of non-profit organizations or purchase items from organizations that employ people with physical and mental disabilities. As a matter of policy, computers and appliances that are no longer in use are donated to charity.
- We believe in equal opportunities and are committed to gender equality across the Company. We seek to make the most of all our talent and ensure we build a diverse and inclusive workplace environment at the Company.

On governance matters, the Company is committed to an environment where open and honest communications are the expectation, not the exception. To further this goal, and as discussed above, the Company has adopted strict and comprehensive Code of Conduct, with such auxiliary policies governing data privacy (of our clients, partners and employees); anti bribery; whistleblowing; and anti-harassment.

In addition to these policies, the Company looks for additional opportunities and areas where it can continue to improve its environmental, sustainability, social and broader ESG performance and will continue to discuss these with its stakeholders.

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The Company reserves the right to amend, modify, waive or terminate the provisions of this Policy at any time for any reason.

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