KORNIT 2022
IMPACT REPORT

Environmental, Social, and
Corporate Governance

Kornit
Digital
bonding
matters

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A WORD FROM
OUR CEO »»

In 2022, Kornit celebrated 20 years in fashion technology. Over the years and with the evolution of technological innovation, we have experienced monumental changes in our industry. We see every change as an opportunity to do things better—more sustainable, more responsible, more responsive to the needs of our customers, partners, and people. Kornit's ability to adapt and innovate has shaped us as a global leader in on-demand, sustainable fashion production, seamlessly connecting demand to supply, without compromising creativity or quality. It has also inspired us to be a positive change agent in an industry notorious for waste, pollution, and exclusivity.

The fashion industry is responsible for a range of negative environmental and social impacts, from significant water pollution, excessive water use, and high carbon emissions to gender inequality and image misrepresentation. An estimated 30% of all apparel produced is overproduction. The urgent need for industry-wide change is the catalyst for Kornit's impact strategy—first launched this past year in our 2021 Impact Report. This strategy holds us accountable to a dual role, both enabling a more sustainable fashion industry and being a responsible business leader that minimizes the impacts of our own operations.

Our dual-impact framework is designed to make things better for both people and the planet. We start with people because it is their well-being that drives our determination for positive change. Our people, the 934 employees and contractors (HC) around the world and their unrelenting passion, creativity, and innovative thinking are at the heart of our success, together with our thousands of customers, partners, and vendors inspiring us to be a responsible and sustainable business leader.

Now in the third year of impact reporting, we are gaining strides, yet not without hurdles. The challenging macro-economic environment in the last year, and changes in our business ecosystem, encouraged us to change our short-term focus. In this time of need, the first priority is to support our customers, partners, and employees through the macro headwinds. In some cases, this delayed progress in achieving Kornit's ambitious long-term sustainability goals, however we are confident we will meet them over time. In the interim, we continue to identify ways to improve data quality and calculation methodologies to more accurately and transparently reflect the metrics and progress made over time.

What remains consistent is a commitment to achieving our vision to boldly transform the world of fashion and textiles for a better, more sustainable planet. We are taking a long-term view and each year of reporting allows us to learn, iterate, and improve our processes. We also realize that systemic industry change takes time and while year-over-year progress may not be visible in some areas, we remain committed to the incremental changes we enable through our products, technology, and business.

As we look forward to the next 20 years and beyond, we know that change will remain a constant. What's exciting is being a part of creating the change that delivers a better future for generations to come.

Ronen Samuel

Ronen Samuel
Chief Executive Officer

>>> ABOUT
KORNIT DIGITAL

Kornit is the global leader in sustainable, on-demand, digital fashion and textile production technologies. Since our founding in 2002, our innovative digital printing technologies have defined the future of fashion technology, connecting demand, to supply, whenever and wherever it may be needed. We are a global team with an unparalleled network of qualified global partners serving approximately 1,300 customers worldwide. Headquartered in Israel, we have offices in the Americas, Europe, and Asia-Pacific, serving customers in over 100 countries and states worldwide.

Kornit by the Numbers

6 Countries with regional offices

20 Years of operations

934 Workforce[1]

ABOUT THIS REPORT

The Kornit 2022 Impact Report represents our third year reporting the Company's Environmental, Social, and Governance (ESG) progress and performance. This report covers our impact strategy, goals, and progress to date for all relevant activities globally and applies to the financial year starting January 1, 2022 and ending December 31, 2022. **For this year, we chose to streamline reporting and focus on the areas that are most material to our business and industry,** in alignment with SASB Standards (professional and commercial services sector) and with reference to the GRI reporting standards. Contributions and approvals of this report have been received by all relevant stakeholders and senior management. A more detailed account of our business and approach to ESG management can be found in the Kornit 2021 Impact Report **available here.**
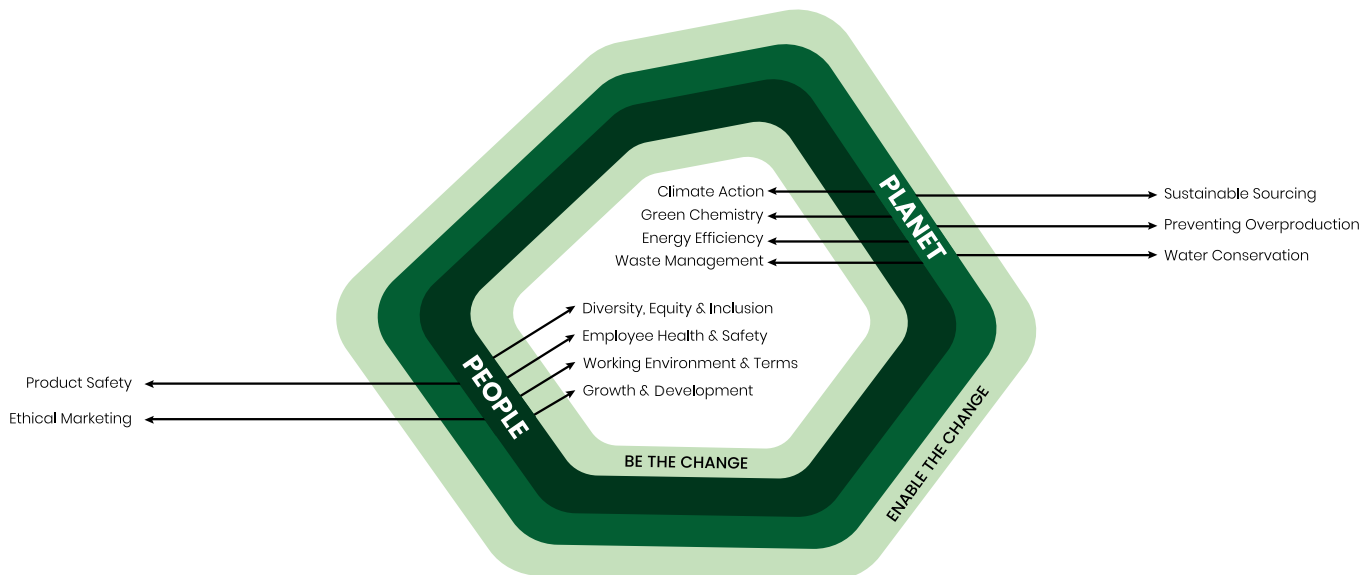
[1] Our reported workforce figure comprises 906 employees and encompasses an additional 28 HC contractors.

Origin: Kornit archives
Printed using: Kornit Presto MAX System

»»OUR
IMPACT STRATEGY

Our impact strategy is guided by our long-term vision to boldly transform the world of fashion and textiles for a better, more sustainable planet. To realize this vision, we continue to strive for ESG excellence, prioritizing those areas that are most material to our business as well as those identified in the Materiality Assessment we conducted in 2020 that is included in our 2021 Impact Report.

As an industry leader, we see it as our responsibility to improve the sustainability of not only our business operations but also the fashion industry as a whole. Through our products and technology, we empower our customers to be more sustainable, creating a ripple effect of positive change in the industry. We are also closely managing, monitoring, and refining our operations to minimize the negative social and environmental impacts of our business. This dual role defines the impact strategy set in our 2021 Impact Report: to both "Enable the Change" and "Be the Change" that is necessary to reduce the adverse impacts of the global fashion industry. This holistic, long-term strategy incorporates numerous factors to meet our goals in service of both the planet and people, including stakeholders' input and needs, our unique business model and strategic goals, and the overall ecosystem impacts.

PLANET

Climate Action
Green Chemistry
Energy Efficiency
Waste Management

Sustainable Sourcing
Preventing Overproduction
Water Conservation

PEOPLE

Diversity, Equity & Inclusion
Employee Health & Safety
Working Environment & Terms
Growth & Development

Product Safety
Ethical Marketing

BE THE CHANGE

ENABLE THE CHANGE

Our impact strategy is organized around two parallel approaches that our goals and activities fall under:

ENABLE THE CHANGE
The ways in which we are facilitating an industry transformation to a more sustainable planet through the use of our products and technology

BE THE CHANGE
The ways in which we are implementing environmentally sustainable and socially responsible practices within our own business operations

Each approach contains two pillars of activity:

- **Planet –**
  How our products and business operations improve resource efficiency and reduce harmful environmental impacts
- **People –**
  How we contribute to the betterment of both society and people's lives through our business, with our employees, and in our global communities

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>>> 2022 IMPACT
HIGHLIGHTS

ENABLE THE CHANGE

1.5B KILOGRAMS
Estimate of annual GHG emissions avoided by our customers[2]

252M KILOWATTS
Estimate of annual energy conserved by our customers[2]

320B LITERS OF WATER
Estimate of annual water conserved by our customers[2]

BLUESIGN®
2022 bluesign® System Partner recognition for meeting the highest standard in chemical safety

BE THE CHANGE

1,000 square meters
of solar panels installed on our new, state-of-the-art, ink manufacturing site in Kiryat Gat

88%
of non-hazardous waste recycled, a 57% increase since 2021

47%
of the newly hired employees were women, an 18% increase since 2021

Commitment to the United Nations Sustainable Development Goals (SDGs)

We are committed to supporting the SDGs relevant to our business and the fashion industry. We have identified the five that align with our impact strategy:

3 GOOD HEALTH AND WELL-BEING

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

[2] Data Source: Kornit Digital estimates.

>>> ENABLE **THE CHANGE**

Kornit's unique and innovative technology ecosystem is what makes us a leader in sustainability, powering eco-efficient manufacturing processes and enabling more sustainable consumption and production patterns than traditional methods. Kornit is an enabler of positive change in our industry and the world and through the use of our products, our customers are able to reduce over-production and minimize the associated negative environmental impacts of the fashion industry. We are also equally committed to protecting the health and safety of everyone who uses our products as well as positively contributing to the communities we serve, and society as a whole.

PLANET

Supporting the Transition to a Better Environment

Kornit offers digital solutions for on-demand sustainable fashion manufacturing that greatly reduce the adverse environmental impacts associated with traditional production methods, such as material waste resulting from extensive overproduction, excessive water usage, and water pollution. Our environmental goals focus on the ways we are improving our products to help our customers **eliminate overproduction, conserve water, and source sustainable materials.**

Origin: Kornit archives
Printed using: Kornit Presto MAX System

GOALS

Water Conservation

By 2025, establish an evaluation index to enable our customers to track and monitor the water conservation impact derived from our technology.

Sustainable Sourcing

By 2027, perform ESG audits of 20% of our material suppliers.

Overproduction Prevention

By 2030, innovate and build a richer suite of products and tools that facilitate further expansion of on-demand production.
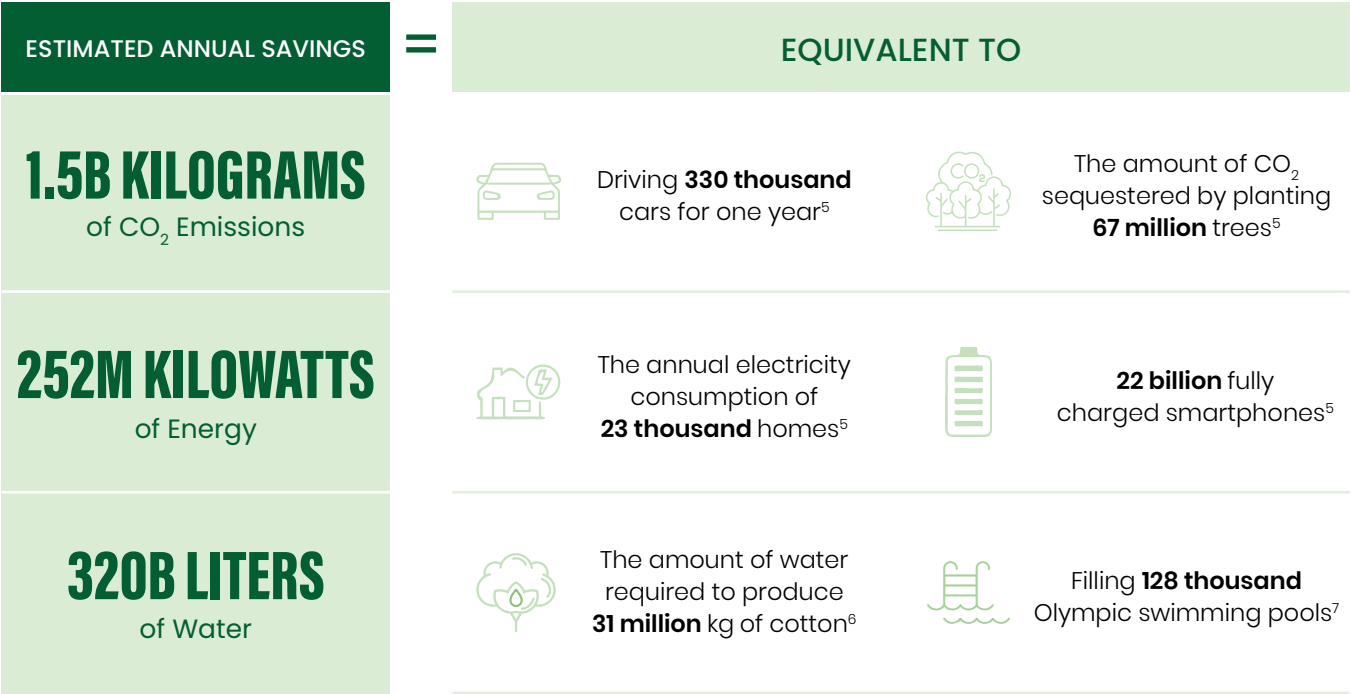
2022 PROGRESS

Released the innovative Kornit Atlas MAX POLY. This new Direct-to-Garment printer model enables our customers to use the advantages of our on-demand technology on additional raw materials such as broad polyester types and blends.

Our Estimated Environmental Impact

Kornit's innovative digital printing systems have significant environmental value when compared to the entire process of screen printing. In 2020, we conducted a comprehensive Life Cycle Analysis (LCA) for two of our systems - Kornit Atlas MAX and Kornit Presto[3] - based on the annual production output per printer. This was conducted in order to quantify the impact and support our customers in measuring their estimated reduction in Carbon Dioxide (CO_2) emissions, energy, and water use after the transition to Kornit Digital systems, eliminating overproduction. Below, we have taken an estimate based on the total number of impressions performed using Kornit's systems in 2022.

The calculations on the estimated savings are based on the use of digital technology versus screen printing processes, as well as the transformation of the business model to an on-demand production model.[4]

ESTIMATED ANNUAL SAVINGS	=	EQUIVALENT TO	
1.5B KILOGRAMS of CO_2 Emissions		Driving **330 thousand** cars for one year[5]	The amount of CO_2 sequestered by planting **67 million** trees[5]
252M KILOWATTS of Energy		The annual electricity consumption of **23 thousand** homes[5]	**22 billion** fully charged smartphones[5]
320B LITERS of Water		The amount of water required to produce **31 million** kg of cotton[6]	Filling **128 thousand** Olympic swimming pools[7]

[3] Calculations are based on a Life Cycle Analysis performed on Kornit Atlas MAX and Kornit Presto systems and published in our 2020 Impact Report.

[4] Data source: Includes LCAs performed on Kornit Atlas MAX and Kornit Presto systems, as well as remaining systems based on Kornit Digital estimates.

[5] Calculations are based on the US Environmental Protection Agency's Greenhouse Gas Equivalencies Calculator:
https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator

[6] Calculations are based on the Institution of Mechanical Engineers Global Food Report:
https://www.imeche.org/docs/default-source/reports/Global_Food_Report.pdf/

[7] Calculations are based on the FINA Facilities Rules:
https://resources.fina.org/fina/document/2022/02/08/77c3058d-b549-4543-8524-ad51a857864e/210805-Facilities-Rules_clean.pdf

Photographer: Eran Levi
Printed using: Kornit Presto S System

SUSTAINABLE FASHION TECH REVOLUTION CHALLENGE

In 2022, we took part in the Climate Solution Prize Festival, an initiative founded by the Jewish National Fund Canada, Keren Kayemet LeIsrael, Peres Center for Peace and Innovation, and Start-Up Nation Central, to support research and innovation in addressing the climate change crisis. We led the Sustainable Fashion Tech Revolution Challenge and presented three challenges to be solved as part of the 'Startup Track':

1. **Sizing accuracy via avatars to help reduce the rates of returns of clothing** – Challenge: Build an online app that automatically creates an avatar or inputs for an avatar engine that enables customers to extract measurements in a simple way using their smartphone. This app can help to reduce the amount of overproduction and overconsumption attributed to sizing inaccuracy.

2. **Garment Encryption** – Challenge: Bring the physical and digital worlds together by creating a simple authentication and ownership mechanism for physical garments that can be integrated into Kornit's workflow solution and is readable or scannable. This type of encryption can help prevent overproduction and duplication of garments.

3. **Ink Containers** – Challenge: Create a circular, sustainable packaging solution for Kornit's ink containers, incorporating circular design principles with full end-of-life responsibility. This solution can help reduce GHG emissions and lead to effective disposal treatment.

248 companies applied to solve the challenges. Kornit collaborated with nine of them and chose Styletech as the competition winner for their AI-based dressing model that is designed specifically for fashion and sustainability, using a hyper-realistic avatar.

COLLABORATION WITH FISHSKIN

FISHSkin is an international collaboration of ten organizations, including the European Union, that is researching ways to use fish skin, a byproduct of the mariculture industry that is often wasted, as an alternative and sustainable raw material for the fashion industry. Potentially, this effort could lead to a significant increase in circularity in the fashion industry, using a material which is now categorized as waste, instead of unsustainable materials currently being used.

The FISHSkin research consortium was formed by the Horizon 2020 RISE (Research Innovation Staff Exchange) framework. Kornit Digital joined the project and has been actively working on creating the technological capability and innovation to print on the "fish leather" material. In order to print on the fish skin, we developed a printing and curing process different from those currently being used – to ensure that distortion was avoided and there was no shrinkage of the leather. In developing our products, we do not use any materials from animal sources and through this research partnership, we are enabling more efficient ways of transforming the fashion industry into a sustainable and more circular sector.

Printed using: Kornit Atlas MAX POLY System
Design by: Ori Topaz, Research Associate at CiRTex and Lecturer at Shenkar College of Engineering, Design, and Art
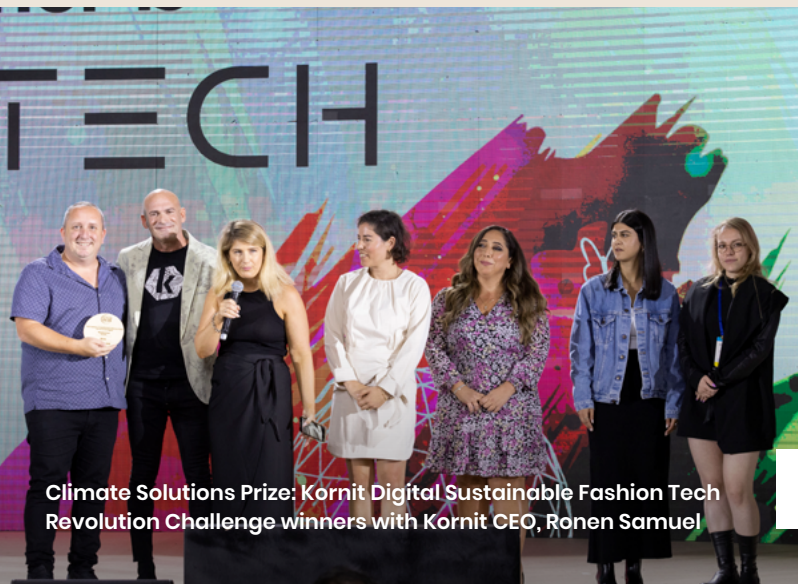
Climate Solutions Prize: Kornit Digital Sustainable Fashion Tech Revolution Challenge winners with Kornit CEO, Ronen Samuel
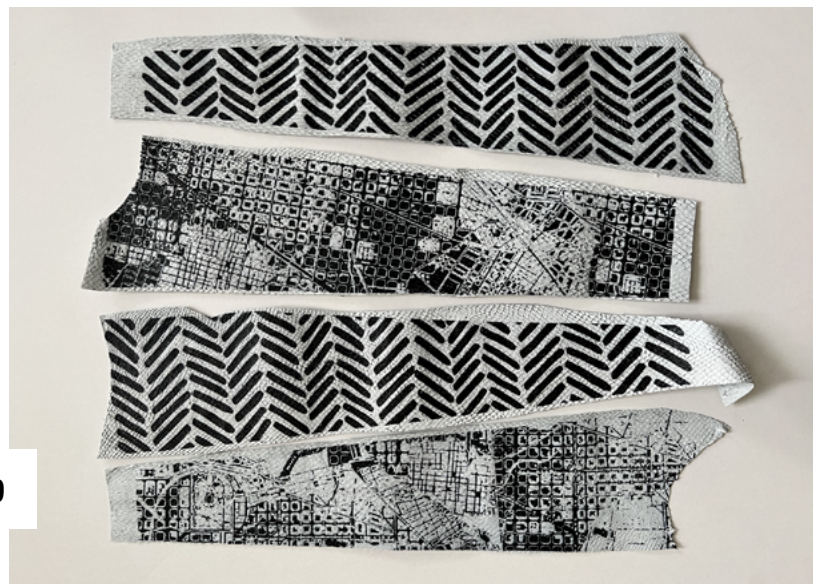
PEOPLE

Promoting Inclusivity and Ensuring Product Safety

Fashion is people-centric at its core. It celebrates unique ideas and creativity, self-expression, and imagination. The fashion industry also tends to overlook segments of society, compromising on the diversity of ideas, body shapes, and notions of beauty, which can lead to the exclusion of entire groups of people. At Kornit, we are committed to **promoting inclusiveness in fashion** through ethical marketing and leading by example with all our promotional materials and activities.

In addition to promoting inclusivity, **product safety** is critical to our People pillar. From the design of our systems to the formulation of our ink products, ensuring product safety of the entire product lifecycle—our production and our vendors', customers', and end users' production—is a top priority.

Ensuring the Safe Use of All Our Products

In 2022 we began the design of a new digital portal to make it easy and accessible for all of our customers to be trained on current safety standards. We also continued to uphold the highest safety standards for the chemicals in our inks and consumables to minimize any negative health impacts for our customers. As evidence, in 2022, Kornit was recognized as a bluesign® System Partner for meeting the highest standards in chemical safety for restricted substances and the minimal environmental impact of manufacturing in the textile industry.

Promoting Inclusive Fashion through Alliances

We seek out partnerships that reinforce and amplify diversity and inclusivity in fashion. One example in 2022 was our collaboration with Palta, an inclusive apparel research and design company, and Wizo Haifa Academy of Design and Education, around an inclusive fashion course for fashion design students where Kornit systems were used to create collections for people with disabilities. We invited the students taking the course to visit our facilities and learn about our technology and the various ways in which they can utilize it in creating inclusive designs. At the end of the course, the students presented a colorful and unique collection made using our on-demand sustainable printing technology.

Photographer: Theia Yam Frank
Printed using: Kornit Presto MAX System

GOALS

Product Safety

By 2030, 70% of all our customers will undergo safety training, via a designated digital portal.

Ethical Marketing

By 2030, develop and implement a 'Kornit Index' for inclusiveness in all partnerships with fashion designers.

2022 Kornit Fashion Weeks

Among the ways we're promoting inclusivity in the fashion industry is through our innovative and inspiring events which have also enabled us to build meaningful partnerships. We create events that prioritize diversity and inclusion, and partner with up-and-coming designers that are defining the future of fashion. We use models that represent the diversity of beauty and designs that present alternative production methods. These production methods enable limitless creativity using our Direct-to-Fabric, Direct-to-Garment, and XDi technologies. We also design our events to minimize our environmental impact. For example, we reuse a significant amount of our production structures and materials and digitize most of the event's marketing materials to prevent excessive paper-waste. We also donate reusable textile waste from our events to charity and ensure that we minimize the waste generated.

Photographer: Edward Stern
Printed using: Kornit Atlas MAX and Kornit Presto Systems

KORNIT FASHION WEEK TEL AVIV

The collections presented at Kornit Fashion Week Tel Aviv were created in just a few weeks using sustainable digital printing, unlike typical fashion and textile production processes which can take over six months. Created by eight groundbreaking designers, the collections highlighted the liberation from inefficient, costly, wasteful production processes, long lead times, and supply chain constraints. It showed all the improvements made possible with today's sustainable production methods.

KORNIT FASHION WEEK LONDON

The runway program incorporated 12 outstanding designer collections created using Kornit's on-demand sustainable production. Each one challenged the limits of creativity, color, and imagination. This event explored the various ways we are driving sustainability and efficiency in a fashion industry that is eager to overcome the challenges of overproduction and waste.

Photographer: Talou L'oren
Printed using: Kornit Presto System

>>>BE **THE CHANGE**

Kornit's role as a sustainable agent of change means we take responsibility for the impact of our products on the entire industry ecosystem, as well as the impact of our business operations on the environment and society. Be the Change is the Company's approach to measuring, managing, reporting on, and ultimately improving the impact of our business operations, including emissions, energy, water, waste, employee health and wellness, community engagement and giving, and Diversity, Equity, and Inclusion.

PLANET

Minimizing Our Environmental Impact

Investing in improving the environmental sustainability of our operations is as important to us as enabling a more sustainable production process. Kornit's sustainability initiatives include **climate action through GHG reductions, increasing our operational energy efficiency, improving waste management practices, and implementing principles of green chemistry.** We see these initiatives as significant investments in achieving operational excellence.

In 2022 we experienced an expected increase in some of our environmental metrics which we aim to reduce in the long term. These increases are the result of strategic business decisions carried out in 2022, as well as improving our proficiency in environmental accounting, including additional data sources and improvements to our measurement frameworks. The first strategic decision was the opening of the new ink manufacturing site in Kiryat Gat, and the environmental impact of the transition to it (including a period of having to operate both the new and old factories to ensure business continuity). The other decision was the strategic acquisition of a new manufacturing site in Europe, Tesoma GmbH.

Photographer: Talou L'oren
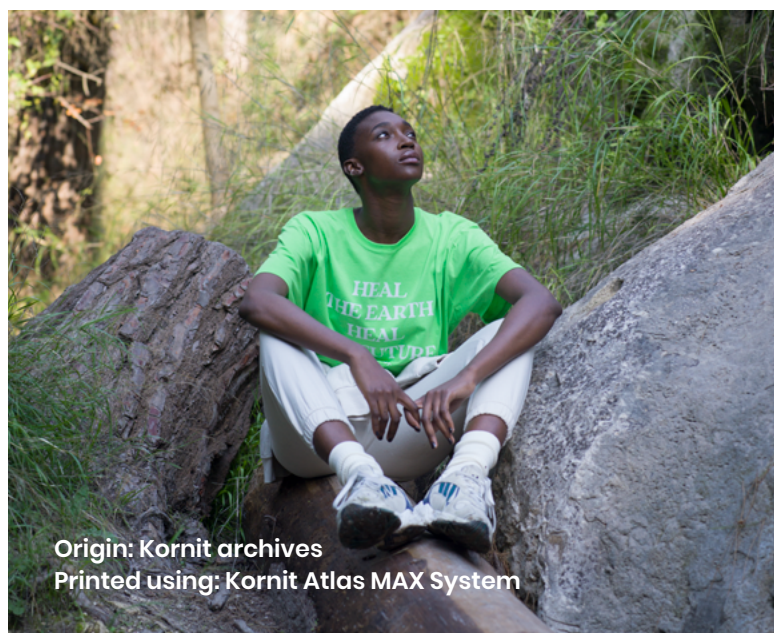**Printed using: Kornit Atlas MAX System**

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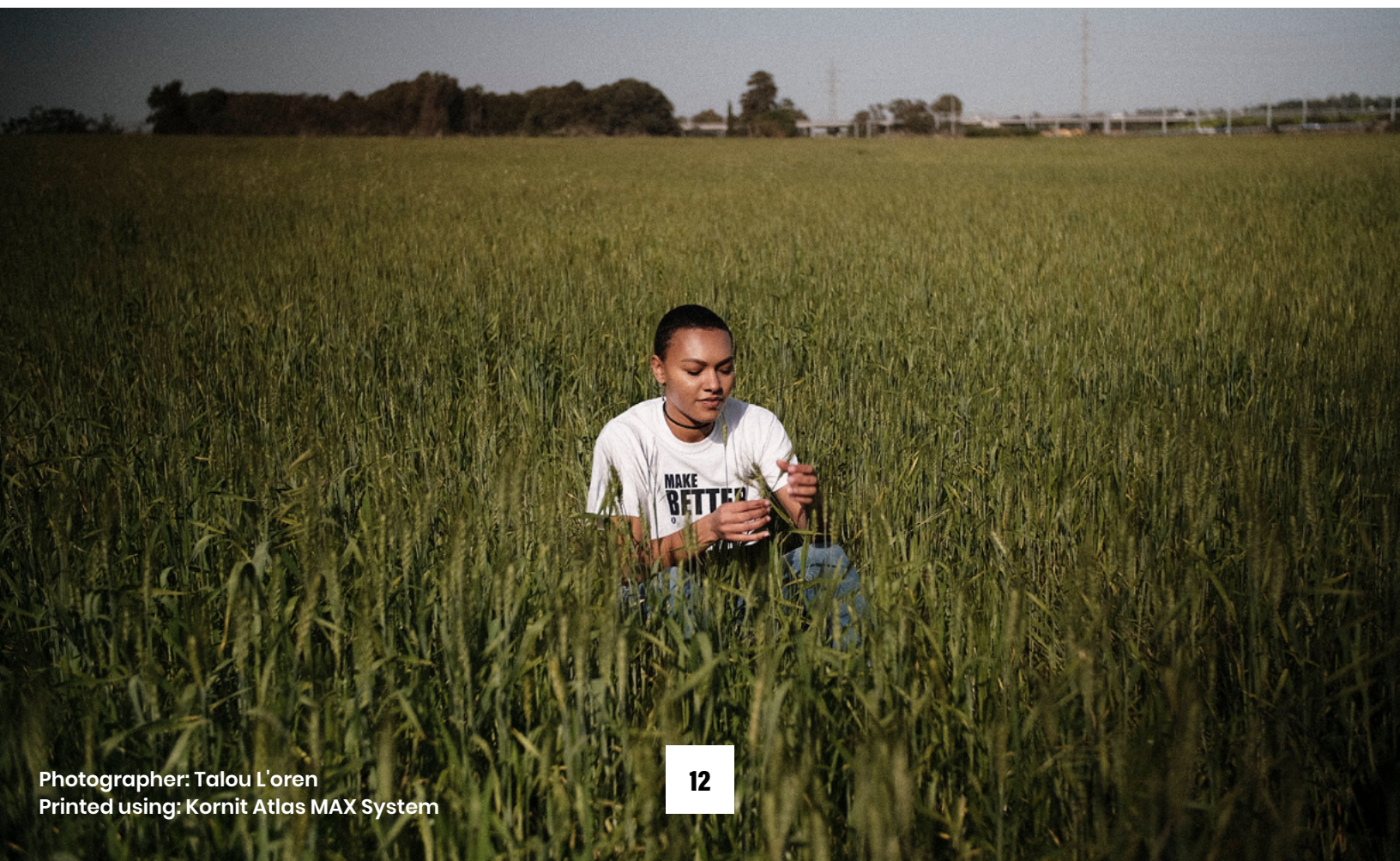
2022 PROGRESS

- Installed 1,000 square meters of solar panels on our new ink manufacturing site in Kiryat Gat
- Increased the amount of non-hazardous waste recycled by 57%, growing from 56% in 2021 to 88% in 2022
- Introduced a new flushing solution that reduced the use of Volatile Organic Compounds (VOCs) by more than 1.2 metric tons (tonnes) monthly in our Kiryat Gat ink manufacturing site
- Installed charging stations for electric vehicles at our Kiryat Gat ink manufacturing site

Origin: Kornit archives
Printed using: Kornit Presto MAX System

Climate Action and Energy Efficiency

At Kornit, we focus on reducing our GHG emissions intensity by reducing our energy consumption, increasing the share of renewables in our energy consumption, and broadly improving our operational efficiency. Due to the opening of our new ink manufacturing site and the acquisition of a manufacturing facility in 2022, as well as improving our data management capabilities, we saw an expected increase in year-over-year emissions, emissions intensity, and energy consumption with the new facilities (as shown in the table on the next page).

Origin: Kornit archives
Printed using: Kornit Atlas MAX System

GOALS

Climate Action

By 2030, reduce our Scope 1 and 2 GHG emissions intensity by 75%.

Green Chemistry

By 2030, reduce 50% of VOC emissions through our customer production processes.

Energy Efficiency

By 2030, achieve energy-efficient certification for all our facilities.

Waste Management

By 2030, divert 90% of non-hazardous waste related to our manufacturing processes from reaching landfills.

KORNIT'S FIRST RENEWABLE ENERGY PROJECT

During 2022, we completed the first phase of our renewable energy project, a major milestone in our sustainability journey. Collaborating with SolarEdge, we installed solar panels at our ink manufacturing site in Kiryat Gat. The solar panels cover approximately 1,000 square meters with a power production capacity of 140 kW, which will produce up to 250,000 kWh per year. By installing the system, we expect to save about 10% of the new ink manufacturing site's annual grid-electricity consumption.

New ink manufacturing site in Kiryat Gat
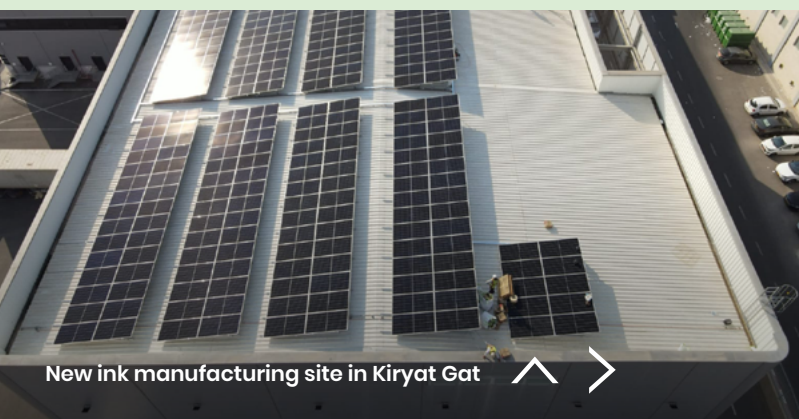
GHG Emissions by the Numbers
In Metric Tons of Carbon Dioxide Equivalent (MTCO$_2$e)

Bar chart values:
- 2020: 1,762
- 2021: 2,473.9
- 2022: 2,416.9 (tan) + 803.4 (green)
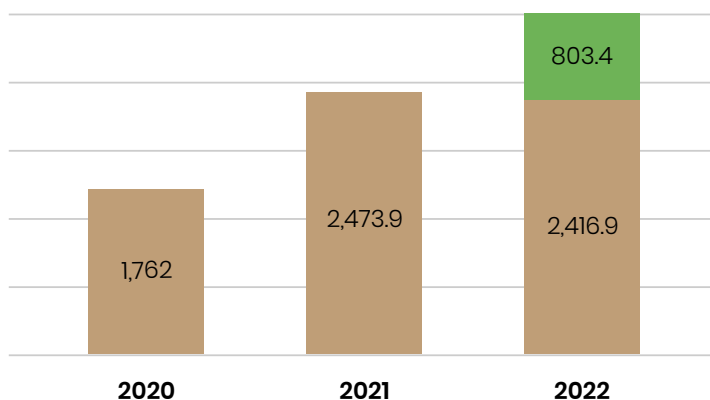
■ Carbon Footprint: GHG emissions of all other sites, including the old ink manufacturing site (which operated in 2020, 2021, and 2022) as well as strategic acquisitions

■ Carbon Footprint: GHG emissions of the new ink manufacturing site

	2020	2021	2022[8]
Scope 1	168 MTCO$_2$e	630.9 MTCO$_2$e	740 MTCO$_2$e
Scope 2	1,923 MTCO$_2$e	2,091 MTCO$_2$e	2,480.3 MTCO$_2$e
Offset	329 MTCO$_2$e	248 MTCO$_2$e	---
Total Scope 1 and 2 (Minus Offset)	1,762 MTCO$_2$e	2,473.9 MTCO$_2$e	3,220.3 MTCO$_2$e
Emissions Intensity (per Million USD Revenues)	9.11 MTCO$_2$e	7.68 MTCO$_2$e	11.9 MTCO$_2$e

[8] 2022 data includes the operation of both the old, as well as the new ink manufacturing site (development process and launch).

Energy Efficiency

We aim to increase the energy efficiency of our operations and shift to renewable energy sources where possible. To that end, in 2022 we took the following steps:
- We continued to install LED lighting, as well as systems to automatically turn off lighting and air conditioning at our new ink manufacturing site, as well as at our other facilities.
- We installed charging stations for electric vehicles at our Kiryat Gat ink manufacturing site.

Energy and Water Consumption by the Numbers[9]

ENERGY CONSUMPTION	2020	2021	2022 [10]
Total Energy Consumption in Gigajoules (GJ)	15,775	23,867	31,607.6
Total Water Consumption in Cubic Meters (m^3)	714	2,783	4,094.82
Energy Intensity in GJ (per Million USD Revenues)	81.6	74.12	116.6

Green Chemistry

We apply the principles of green chemistry across the lifecycle of our inks, making them more eco-friendly, reducing hazardous chemicals, improving their recyclability and reusability, and creating more sustainable ink products.

Hazardous Waste

We are committed to finding better solutions for handling and reducing hazardous waste. As part of that commitment, we are in the process of implementing an upcycling program for our chemical waste in partnership with Ale Ecology Services. The project, which started in 2022, received its final regulatory approval at the beginning of 2023 and as of this report's release date, the project had begun.

HAZARDOUS WASTE (IN TONNES)	2020	2021	2022 [10]
Chemical Waste	330	115	31
Ink Waste from Development Processes and Operations		218	815
Total	330	333	846
Intensity (per Million USD Revenues)	1.7	1.04	3.1

All our hazardous waste is treated according to local regulations.

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[9] As part of our ongoing investment in improving our environmental data management, we were able to improve our capabilities for monitoring water and electricity consumption compared to last year. With data now collected for two additional sites there is an increase in our measured electricity and water consumption.

[10] Due to the opening of our new ink manufacturing site and required quality checks, there was an increase in 2022.

Designing Safer Products

The safety of our products for our employees, customers, as well as for end users, is one of our core commitments. In 2022, we developed and released our new, safer flushing solution used to cleanse the ink lines in our product and are gradually replacing the previous solution used in our own operations and for customers. As part of this process, in 2022 we replaced two tonnes of flushing solution monthly with the new one in our Kiryat Gat ink manufacturing site alone, which reduced the use of VOCs by more than 1.2 tonnes monthly.

Additionally, as part of our commitment to product safety, all our ink products are ECO PASSPORT by OEKO-TEX® certified. This certification provides our customers with certainty that our products meet the standard for human health, safety, and ecologically responsible textile manufacturing.

Reducing Hazardous Materials

As of 2021, all our ink products are free of AMR (acute toxic amines) and CMR (carcinogenic, mutagenic, and reprotoxic) substances and in 2022, we continued to gradually eliminate added MIT (methylisothiazolinone). This is part of a process to reduce the use of all restricted chemicals from our ink formulation to ensure that our products are even safer to use and produce, as well as less harmful to the environment.

PERCENTAGE OF RECYCLED NON-HAZARDOUS WASTE

2021	2022
56%	88%

Origin: Kornit archives
Printed using: Kornit Atlas MAX System

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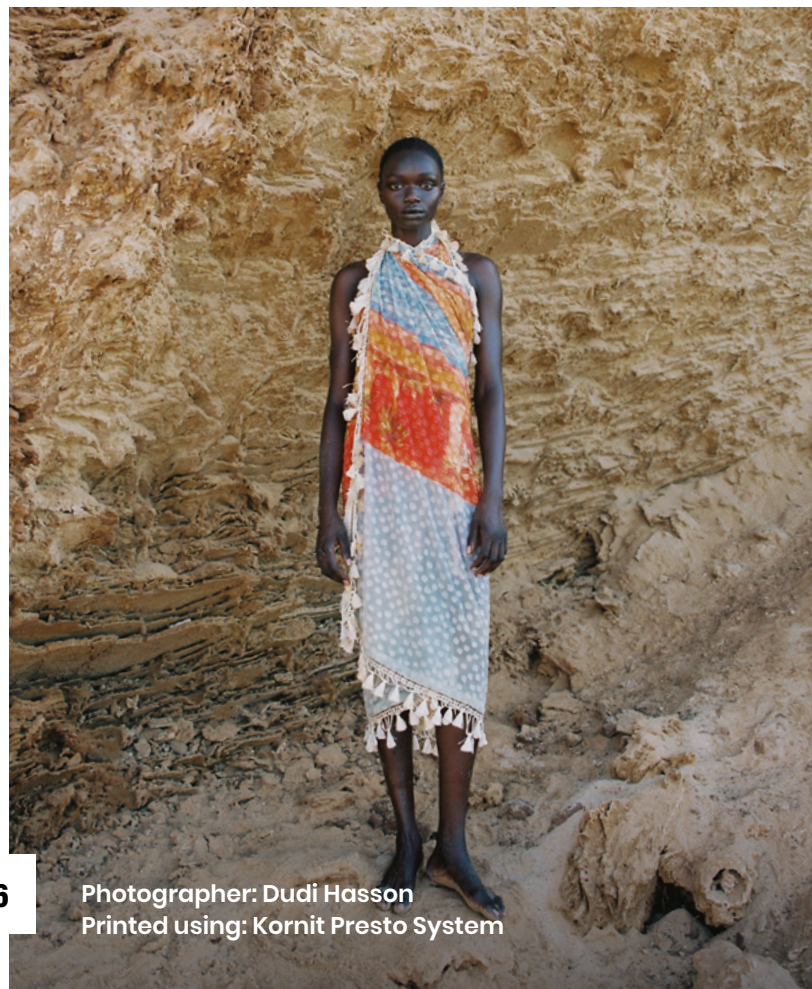
Photographer: Dudi Hasson
Printed using: Kornit Presto System

Waste Management

Non-Hazardous Waste[11]

Waste management and prevention are among the essential areas of sustainability in our business. We take great care to reduce the waste created in our facilities and manage it responsibly. We are proud to report that in 2022 we made a major step toward achieving our goal of diverting 90% of our non-hazardous waste from landfills by recycling 88% of our non-hazardous waste.

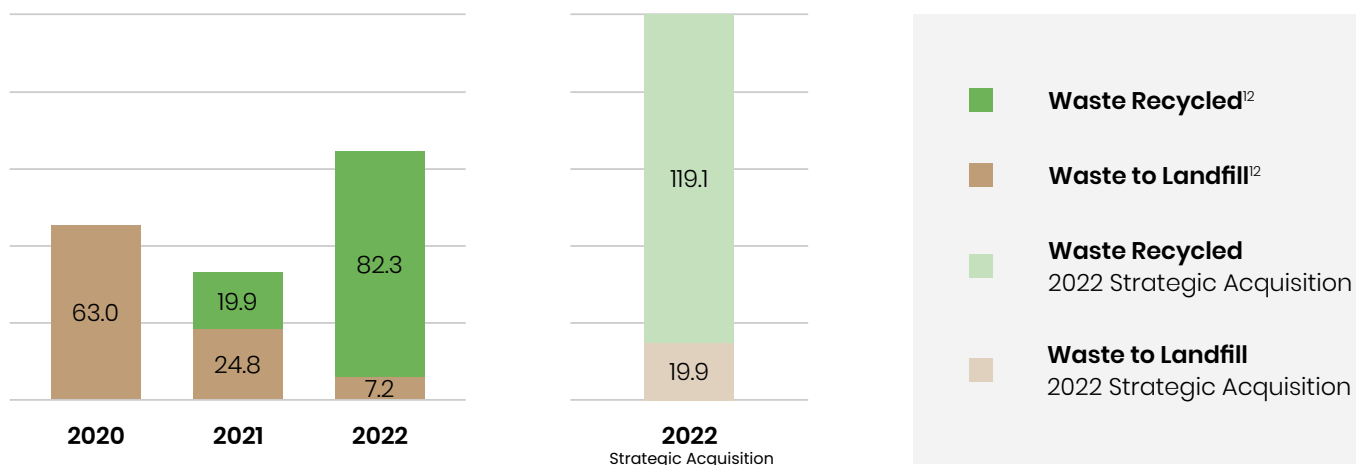Chart legend:
- **Waste Recycled**[12]
- **Waste to Landfill**[12]
- **Waste Recycled** 2022 Strategic Acquisition
- **Waste to Landfill** 2022 Strategic Acquisition

Chart values:
- 2020: 63.0
- 2021: 19.9 / 24.8
- 2022: 82.3 / 7.2
- 2022 Strategic Acquisition: 119.1 / 19.9

	2020	2021			2022		
		Type of Waste	**Waste Recycled**	**Waste to Landfill**	**Type of Waste**	**Waste Recycled**	**Waste to Landfill**
Non-Hazardous Waste in Tonnes	63 [13]	**Plastic**	18.3	18.3	**Plastic**	31.7	7.2
		Metal	6.5	0.7	**Metal**	115.5	
		Cardboard		0.2	**Cardboard**	5.2	
		Wood		0.3	**Wood**	0.34	
		Electronics		0.35	**Electronics**	48.7	0.02
					Other		19.9
		Total	24.8 **56%**	19.9 **44%**	**Total**	201.4 **88%**	27.2 **12%**
Total	63	44.7			228.6		
Intensity In Tonnes (per Million USD Revenues)	0.33	0.14			0.77		

[11] As part of our ongoing investment in improving our environmental data management, we were able to improve our non-hazardous waste management monitoring compared to last year, with data now collected for an additional site. The increase in waste production measurement has been affected by our recent acquisition of a manufacturing facility.
[12] Excluding 2022 strategic acquisition.
[13] We are consistently improving our waste measurements and our ability to disclose our environmental performance. Our measurement systems in previous years did not allow the same detail for each waste stream and therefore calculations are not necessarily comparable.

PEOPLE

Supporting Our Employees and Communities

Our people are the driving force behind our success. Their passion, creativity, innovative thinking, professionalism, and dedication keep us accountable to delivering our very best for the industry and for each other. We acknowledge and appreciate every one of our employees' individual efforts and we work hard to create an inclusive culture and supportive environment where diversity is celebrated and all of our employees are empowered to flourish and succeed. This is at the heart of our **employee engagement, health and safety, and Diversity, Equity, and Inclusion (DEI) initiatives** and built into our recruitment practices, benefits, equitable pay objectives, and professional growth and development efforts.

In addition to the ways we support our employees, we remain steadfast in our commitment to engaging with and giving back to the communities in which we operate. Through our community impact programs, we support local organizations and causes that align with our values, mission, and contribute to creating positive change in society.

2022 PROGRESS
- 47% of all new hires were of women (compared to 29% in 2021)
- Provided our employees with an average of ~6 hours of professional and personal development training

Our People by the Numbers[14]

Employee Breakdown by Geography

14% Americas

56% Israel

5% Asia-Pacific

10% 2022 Strategic Acquisition (Europe)

15% Europe

2022 CEO Excellence Award winners with Kornit CEO, Ronen Samuel and CHRO, Ayelet Oryan-Godard

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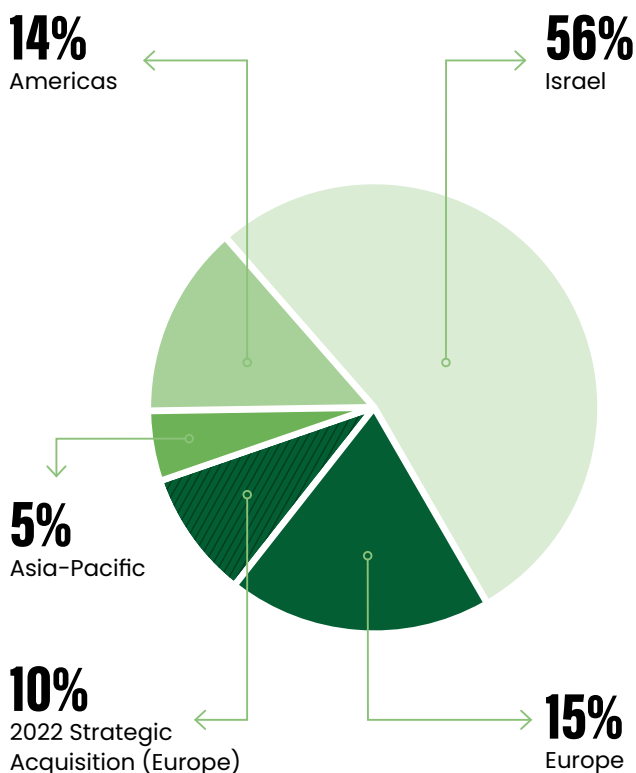
[14] All employee data presented pertains to our workforce of 906 employees excluding 28 HC subcontractors.

Employee Gender Breakdown

Legend:
- Men
- Men: Inorganic additions from strategic acquisition
- Women
- Women: Inorganic additions from strategic acquisition

2019: 389 (71%), 158 (29%)
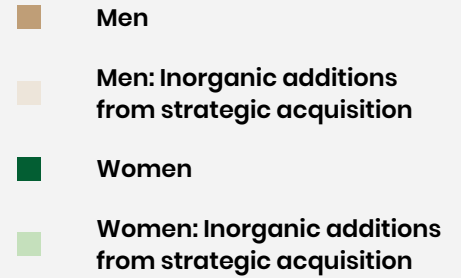2020: 486 (72%), 186 (28%)
2021: 606 (71%), 243 (29%)
2022: 586, 76, 232, 12 — (73%), (27%)

Employee Breakdown by Age

Legend:
- Below 30
- Ages 30-50
- Above 50

2019: 24%, 65%, 11%
2020: 25%, 64%, 11%
2021: 25%, 64%, 11%
2022: 24%, 63%, 13%
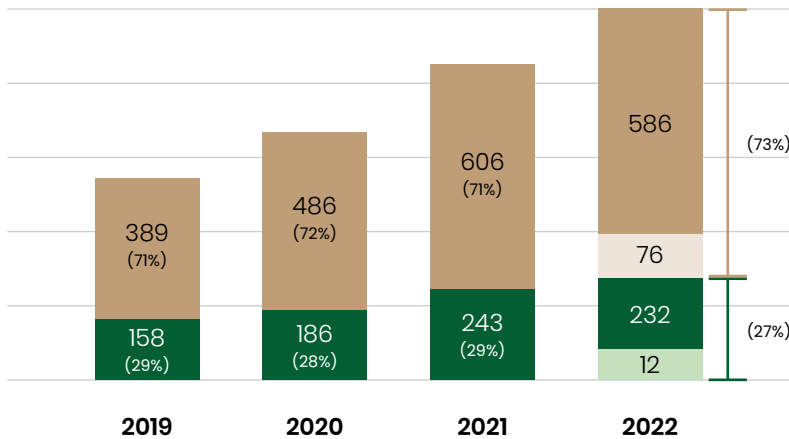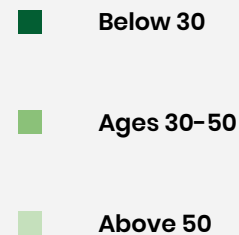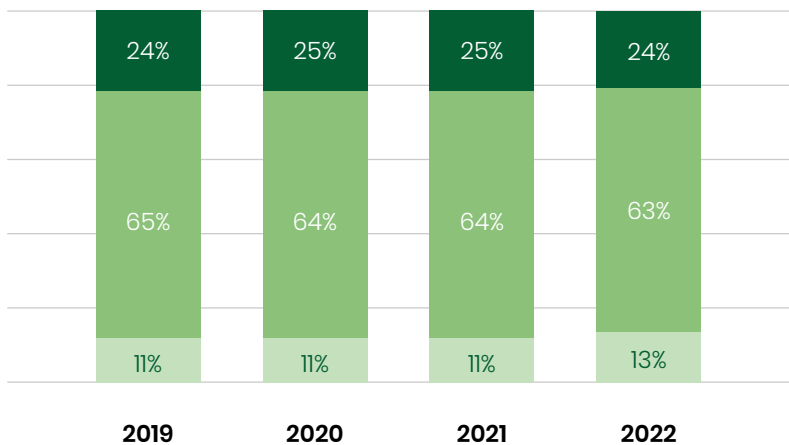
GOALS

Diversity, Equity, and Inclusion

By 2025, achieve full gender pay parity and by 2030 achieve a workforce of 40% women with women holding 40% of managerial roles.

Employee Health and Safety

By 2025, implement a requirement for all employees in technical positions to complete at minimum six hours of safety training annually and obtain ISO 45001 for our facilities.

Growth and Development

By 2030, provide every employee with at least 30 hours of professional training annually (excluding compliance and safety training).

Work Environment and Terms of Employment

By 2030, maintain an eNPS (Employer Net Promoter Score) of 80%.

New Employees[15]

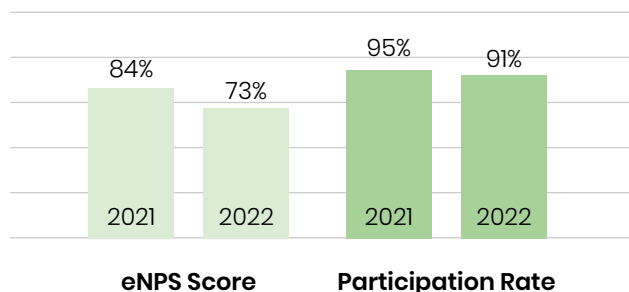|	2020			2021			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Europe	51	15	**66**	17	6	**23**	26	12	**38**
Asia-Pacific	7	3	**10**	0	1	**1**	4	2	**6**
Americas	34	10	**44**	45	13	**58**	8	6	**14**
Israel	49	18	**67**	99	48	**147**	39	47	**86**
Total	141	46	**187**	173	71	**244**	77	67	**144**
Percentage	74%	26%	**100%**	71%	29%	**100%**	53%	47%	**100%**

Increasing Employee Engagement

Employee engagement is a critical part of our **Work Environment and Terms of Employment** goal. In our effort to better understand the needs of our employees and cultivate an engaging, positive, and welcoming workspace, we conduct an annual employee engagement survey which uses the eNPS score as one of its parameters. We are committed to improving these scores and working with our people and management to take the necessary steps to ensure that improvement.

While the 2022 surveys indicated that the majority of our employees remain satisfied with their work and feel committed to our company's mission, we noted a decline in our eNPS and employee engagement scores compared to the previous year's results.

We take employee feedback seriously and are actively working to address the concerns and issues raised by some of our employees. To this end, in 2022, we established a cross-functional task force to analyze the survey results and develop targeted action plans to improve employee engagement, retention, and well-being.

Product team volunteer activity

Global Business team volunteer activity at Youth of Light NGO

eNPS Score & Participation, 2021-2022[16]

eNPS Score		Participation Rate	
84%	73%	95%	91%
2021	2022	2021	2022

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[15] Not included: As part of our 2022 strategic acquisition, an additional 88 employees joined the company.

[16] Our 2022 eNPS score showed a decrease, which correlates with coinciding business changes occurring at the time of the survey as well as global macro-economic challenges the industry has faced this year.

Employee Training and Development

During 2022, we expanded employee training programs to support development and success, adding additional role-specific and soft-skills training to support their overall growth. In total, we provided 6,731 hours of training, 82% of them voluntarily. This totaled an average of 5.9 hours of professional development training per employee per year.

Another part of an ongoing effort to promote personal and professional growth is our comprehensive annual performance evaluations. Every employee undergoes a multi-level, dialogue-based evaluation process, including feedback from both managers and peers, so they can have a deeper understanding of their performance and what strengths they have and areas for improvement.
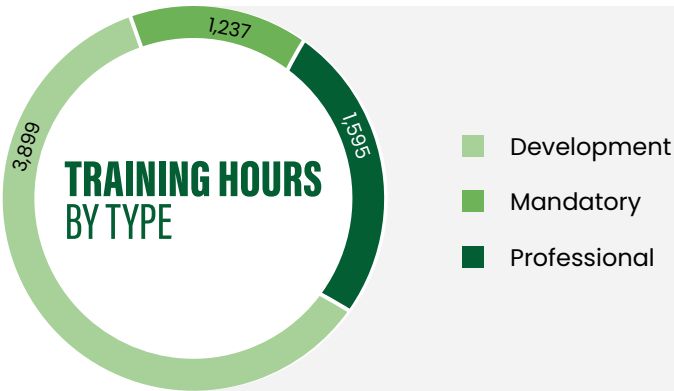
Employee Evaluation Process

	2022
Employee Participation	525 Employees (83%)
Manager Participation	204 Managers (71%)
Total Participation Rate	729 Employees (80%)

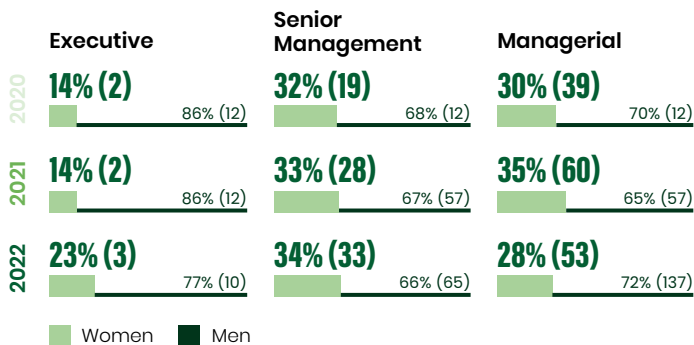# Diversity, Equity, and Inclusion (DEI)

As an industry leader in innovation and creativity, we recognize our role in advancing diversity, self-expression, and personalization, both in the fashion industry and in the workplace. We strive to foster a comfortable, safe, equitable, and inclusive work environment where all employees feel they are valued and belong. To that end, in 2022, we created a dedicated training program on managing diverse teams for all managers and team leaders, as well as a specialized training program on building diverse teams for HR and Recruitment. We are also working on our talent acquisition process to ensure all open positions are optimized to attract a diverse slate of candidates, while continuing our long-term partnership with various NGOs that help diversify candidate pipelines in Israel.

Another area of DEI focus for us is pay equity. In 2022, we started the process of internally measuring it and received encouraging results, especially considering the industry benchmark.[17]

We continue to make progress towards this 2025 goal.

Kornit[x] Pride Month celebration

TRAINING HOURS BY TYPE
3,899 | 1,237 | 1,595
- Development
- Mandatory
- Professional

Women in Management

	Executive	Senior Management	Managerial
2020	14% (2) / 86% (12)	32% (19) / 68% (12)	30% (39) / 70% (12)
2021	14% (2) / 86% (12)	33% (28) / 67% (57)	35% (60) / 65% (57)
2022	23% (3) / 77% (10)	34% (33) / 66% (65)	28% (53) / 72% (137)

Women / Men

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[17] Our internal measurement process included calculating the pay gap between men and women in similar positions, regions, and business units. The total rate represents the weighted average of the whole company.

CULTIVATING EMPLOYMENT IN ISRAEL'S PERIPHERY

As part of our commitment to society, we see it as our responsibility and privilege to promote the development of the periphery of Israel. Our new ink manufacturing site in Kiryat Gat supports the local community by creating opportunities and quality employment for 45 employees.

Ink manufacturing site team

Employee Diversity – USA[18]

	2021	2022
White	72%	65%
Asian	5%	9%
Black	8%	10%
Hispanic	13%	15%
Other	3%	1%

Employees from Underrepresented Groups – Israel[19]

2021	2022
2%	2.2%

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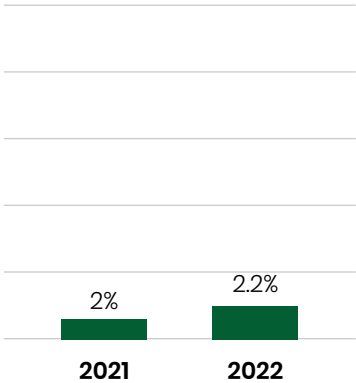
[18] The data in the charts are based on self-disclosed information.

[19] The data is based on self-disclosed information. This includes employees from the Arab community, Ultra-Orthodox community, and people with disabilities.

Employee Health and Safety

Our employees' health, safety, and well-being are a critical priority and we do our utmost to protect them against risk or harm. From stringent protocols that cover all our employees, to health and safety training programs, we make significant investments in our people's safety throughout their work. In 2022, our Safety Committee held eight meetings to monitor, assess, and update all of our safety protocols, training programs, and incident reports.

2022 Safety Incident Data

Kornit's Employees

	SAFETY INCIDENTS THAT LED TO INJURY	NUMBER OF EMPLOYEES INJURED	NUMBER OF SEVERE INJURIES	NUMBER OF FATALITIES	TOTAL RECORDABLE INCIDENT RATE (TRIR)(per 200,000 hours worked)
Total	6	6	0	0	0.68 [20]

In 2022, we successfully lowered our TRIR rate from 0.69 in 2021 to 0.68.

Kornit's Contract Workers

	SAFETY INCIDENTS THAT LED TO INJURY	NUMBER OF EMPLOYEES INJURED	NUMBER OF SEVERE INJURIES	NUMBER OF FATALITIES
Total	9	9	0	0

Customer success team at a customer visit

Official opening of ink manufacturing site

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[20] Calculated based on work hours.

Safety Training of Kornit's Employees

To effectively implement our safety policies and protocols, we provide employees with health and safety training relevant to their role. In addition to basic training sessions, we provide extensive specialized health and safety training for employees in specific roles, such as electrical safety, forklift operations, and first aid.

NUMBER OF EMPLOYEES WHO COMPLETED TRAINING	TYPE OF TRAINING	TOTAL HOURS OF TRAINING
791 Employees (87% of Employees)	General Safety Training	791 Hours
220 Employees	Role-specific Safety Training	1,389 Hours
	Total	**2,180 Safety Training Hours**

Corporate Social Responsibility

Giving back to the community is ingrained in our culture and integral to our community engagement activities around the world. We contribute time, energy, and resources to various community organizations and social causes that align with our core values. Our philanthropic activities focus on global challenges in alignment with the SDGs, such as gender and racial inequality, environmental degradation, and education for all.

	2021	2022
Number of Participating Employees	516	719
Total Hours Volunteered	2,100	1,528

Employee Volunteering

A cross-company employee volunteering program, launched in 2020, drives our company-wide volunteering projects during work hours. We organize a variety of ad-hoc volunteer initiatives with select causes, NGOs, and nonprofits with whom we have formed long-term partnerships.

In addition to our company-wide volunteering program, we encourage our employees to take on causes close to their hearts. We believe that empowering people to choose where and how to volunteer will inspire them to participate more actively in community support efforts.

For the second year in a row, in 2022 we received a 'Change Maker' badge from Helpi, our employee volunteering partner, for our ongoing commitment to community investment and volunteering.

In 2022, the number of employees who participated as volunteers grew by 39% compared to last year.

In addition to our volunteering programs, we make financial contributions to various local and global nonprofit organizations to help them accomplish their missions and make a positive impact in local communities. In 2022, we donated a total of USD $76,000 to a variety of charitable organizations.

Good Deeds Days volunteer activity at Youth of Light NGO

GOVERNANCE AND
# ETHICAL BUSINESS CONDUCT

ESG Governance

Kornit's impact strategy and ESG initiatives are governed by a cross-functional ESG Steering Committee representing executive, senior, and middle management levels from all departments. This Committee, which meets monthly, is responsible for formulating policy, devising strategy, and ensuring goals are tracked and managed throughout the year.

Compliance

Our ethical standards and practices are grounded in compliance with the law and all relevant regulations. The Chief Financial Officer, who serves as our Compliance Officer, oversees all compliance matters, alongside the General Counsel and designated employees. our Code of Ethics, which is public, accessible, and **available here,** details our policies regarding the prohibition of noncompetitive behavior, anti-corruption, anti-bribery, fraud prevention, and more.

Anti-Corruption and Anti-Bribery

Our Code of Ethics addresses anti-corruption and anti-bribery practices. It is available to all employees and partners and parts of it are covered in our ethics training. All employees can freely report concerns via our whistleblower hotline. In 2022, We were informed of one whistleblower complaint filed through our Notified Platform. Said complaint was dismissed following investigation by our Compliance Officer and General Counsel. No financial or legal cases were brought against us.
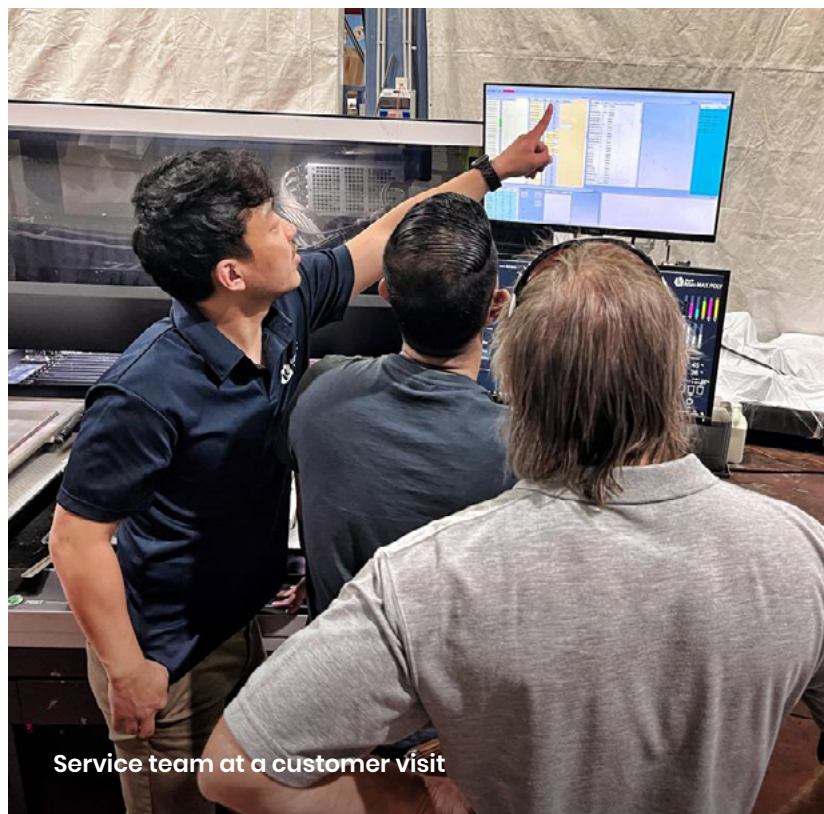
Service team at a customer visit

Cybersecurity and Data Privacy

Our IT team and Chief Information Security Officer (CISO) consistently take proactive measures to protect our customers' sensitive information and offered services. This includes securing various areas such as databases, cloud infrastructure, application environments, and user access controls. A designated committee is responsible for conducting thorough risk assessments and overseeing the implementation of our comprehensive Privacy Policy, **available here,** across these areas. By prioritizing security measures in these key domains, we ensure the confidentiality, integrity, and availability of our clients' valuable data and systems.

We are unaware of any loss of, or disruption to, material information resulting from any malware or cyber-attack in 2022.

Kornit employees are provided with 1.5 hours of training on company policies and protocols relating to safety, ethics, cybersecurity, and sexual harassment. In 2022, 90% (825) of our employees completed this core company training.

IT team receiving Israeli IT Award for Innovation and Technology

2022 ESG
PROGRESS »»

ENABLE THE CHANGE

	ESG GOALS (KPIs)	BASE YEAR (2021)	2022 PROGRESS
PLANET	**By 2025:** Establish an evaluation index to enable our customers to track and monitor the water conservation impact derived from our technology.	N/A	Not yet initiated.
	By 2027: Perform ESG audits of 20% of our material suppliers.	No audits were performed.	Initiated the development of a sustainable procurement framework.
	By 2030: Innovate and build a richer suite of products and tools that facilitate further expansion of on-demand production.	N/A	Released Kornit Atlas MAX POLY, a new model of on-demand printing systems.
PEOPLE	**By 2030:** 70% of all our customers will undergo safety training via a designated digital portal.	N/A	Initiated the development of a safety digital portal.
	By 2030: Develop and implement a "Kornit Index" for inclusiveness in all partnerships with fashion designers.	N/A	Began to identify and follow the requirements of an index.

BE THE CHANGE

	ESG GOALS (KPIs)	BASE YEAR (2021)	2022 PROGRESS
PLANET	**By 2030:** Reduce our GHG emission intensity (for Scope 1+2) by 75%.	7.68 MTCO$_2$e	11.9 MTCO$_2$e. Due to the opening of our new ink manufacturing site and the acquisition of a manufacturing facility in 2022, as well as improving our data management capabilities, we saw an expected increase in emissions intensity.
	By 2030: Achieve energy-efficient certification for all our facilities.	Not yet initiated.	Not yet initiated.
	By 2030: Reduce 50% of VOC emissions through our customer production processes.	This information is not disclosed due to its sensitivity.	Initiated concept and feasibility plan that will be incorporated into our roadmap.
	By 2030: Divert 90% of non-hazardous waste related to our manufacturing processes from reaching landfills.	56% of non-hazardous waste was recycled.	88% of non-hazardous waste was recycled.
PEOPLE	**By 2025:** Achieve full gender pay parity.	Not measured.	Initiated internal measurement processes.
	By 2025: Implement a requirement for all employees in technical positions to complete a minimum of six hours of safety training annually.	Not measured.	Initiated a roadmap to achieve and measure our progress against this goal and provided a total of 1,398 hours of role-specific training to 220 of our employees.
	By 2025: Obtain ISO 45001 for our facilities.	Obtained ISO 45001 certification for 20% of our facilities.	Maintained ISO 45001 certification for 20% of our facilities (where most of our employees work) and initiated ISO 45001 certification process of an additional site.
	By 2030: Achieve a workforce of 40% women with women holding 40% of managerial roles.	Women represented 29% of our workforce and 33% of management positions.	Women represented 26% of our workforce and 30% of management positions.
	By 2030: Provide every employee with at least 30 hours of professional training annually (excluding compliance and safety training).	Not measured.	Provided an average of 5.9 hours of professional training per employee.
	By 2030: Achieve an eNPS of 80%.	84%	73%

FORWARD-LOOKING STATEMENT

This report contains certain forward-looking statements with respect to Kornit Digital's sustainability goals and its plans, intentions, expectations, assumptions, goals, and beliefs regarding its business. These statements include all matters that are not historical fact and may be identified by the use of words such as "believes," "expects," "anticipates," "intends," "estimates," "should," "will," "shall," "may," "is likely to," "plans," "targets," "goals," "outlook," "target," "KPI," or similar expressions, including variations and the negatives thereof or comparable terminology. These forward-looking statements include, among other things, statements about expectations in connection with the Company's environmental, social, and governance ("ESG") initiatives, including the targets and goals set forth in this report. Kornit Digital (the "Company") cautions that its forward-looking statements are subject to risks and uncertainties that could cause actual results to differ from those expressed in, or implied or projected by, the forward-looking information and statements in this report. Important factors that could cause actual results to differ from those anticipated in these forward-looking statements include, among other things: the extent of the Company's ability to meet its ESG goals and targets and the specified KPIs set forth in this report, including with respect to the reduction of apparel overproduction, reduction in water usage, management of GHG emissions, and electricity consumption; the extent of the Company's ability to meet the Company's waste and water management targets; the extent of the Company's ability to maintain a healthy and safe environment for the Company's employees; natural disasters, national security circumstances and public health pandemics or epidemics (such as COVID-19); competition in the industries in which Kornit Digital operates; the degree of the Company's success in developing, introducing, and selling new or improved products, technologies and product enhancements; the extent of the Company's ability to continue to increase sales of its systems, ink, and consumables; the extent of the Company's ability to leverage its global infrastructure build-out; the development of the market for digital textile printing; the availability of alternative ink; competition; sales concentration; changes to its relationships with suppliers; the extent of the Company's success in marketing; and those additional factors referred to under "Risk Factors" in Item 3.D of the Company's Annual Report on Form 20-F for the year ended December 31, 2022, filed with the U.S. Securities and Exchange Commission, or the SEC, on March 30, 2022. In light of these and other risks, uncertainties, and assumptions, the forward-looking events described in this report may not occur. The forward-looking statements should be deemed accurate only as of the date of this report. The Company undertakes no obligation to update or revise any forward-looking statement, whether as a result of new information, future events, or otherwise. All subsequent written and oral forward-looking statements attributable to the Company or to persons acting on its behalf are expressly qualified in their entirety by the cautionary statements referred to above and contained elsewhere in this report. Except where noted, the information covered in this report highlights the Company's ESG performance and initiatives for fiscal year 2022. The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information. Moreover, this report may use certain terms, including those that GRI or others may refer to as "material," to reflect the issues or priorities of Kornit, its subsidiaries, and its stakeholders. Used in this context, however, these terms are distinct from and should not be confused with, the terms "material" and "materiality" as defined by or construed in accordance with securities, or other, laws or as used in the context of financial statements and reporting. This report may contain links to or information from other Internet sites. Such links and information are not endorsements of any products or services in such sites and no information in such site has been endorsed or approved by Kornit. All subsequent written and oral forward-looking statements attributable to the Company or to persons acting on its behalf are expressly qualified in their entirety by the cautionary statements referred to above and contained elsewhere in this report. Except where noted, the information covered in this report highlights the Company's ESG performance and initiatives for fiscal year 2022. The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information. Moreover, this report may use certain terms, including those that GRI or others may refer to as "material," to reflect the issues or priorities of Kornit Digital, its subsidiaries, and its stakeholders. Used in this context, however, these terms are distinct from and should not be confused with, the terms "material" and "materiality" as defined by or construed in accordance with securities, or other, laws or as used in the context of financial statements and reporting.

>>>APPENDICES

GRI

GRI STANDARD	DISCLOSURE		LOCATION
GRI 2: General Disclosures 2021	2-1	Organizational details	20-F, Item 4
	2-2	Entities included in the organization's sustainability reporting	Page 4 (Current Report)
	2-3	Reporting period, frequency, and contact point	Page 4 (Current Report)
	2-4	Restatements of information	Page 4 (Current Report)
	2-5	External assurance	N/A
	2-6	Activities, value chain, and other business relationships	20-F, Items 4-5
	2-7	Employees	Pages 4, 18-19 (Current Report)
	2-8	Workers who are not employees	Page 4 (Current Report)
	2-9	Governance structure and composition	20-F, Item 6
	2-10	Nomination and selection of the highest governance body	20-F, Item 6
	2-11	Chair of the highest governance body	20-F, Item 6
	2-12	Role of the highest governance body in overseeing the management of impacts	Pages 52-53 (2021 Impact Report)
	2-13	Delegation of responsibility for managing impacts	Pages 52-53 (2021 Impact Report)
	2-14	Role of the highest governance body in sustainability reporting	Pages 52-53 (2021 Impact Report)
	2-15	Conflicts of interest	20-F, Item 6
	2-16	Communication of critical concerns	Page 25 (Current Report)
	2-17	Collective knowledge of the highest governance body	20-F, Item 6
	2-18	Evaluation of the performance of the highest governance body	20-F, Item 6
	2-19	Remuneration policies	20-F, Item 6
	2-20	Process to determine remuneration	20-F, Item 6
	2-21	Annual total compensation ratio	Not Disclosed
	2-22	Statement on sustainable development strategy	Page 5 (Current Report)
	2-23	Policy commitments	Page 25 (Current Report)
	2-24	Embedding policy commitments	Page 25 (Current Report)

	2-25	Processes to remediate negative impacts	Page 25 (Current Report)
	2-26	Mechanisms for seeking advice and raising concerns	Page 25 (Current Report)
	2-27	Compliance with laws and regulations	20-F, Item 8
	2-28	Membership associations	N/A
	2-29	Approach to stakeholder engagement	Pages 13-14 (2021 Impact Report)
	2-30	Collective bargaining agreements	None of Kornit's employees are covered by collective bargaining agreements
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Pages 14-15 (2021 Impact Report)
	3-2	List of material topics	Page 15 (2021 Impact Report)
	3-3	Management of material topics	Page 15 (2021 Impact Report)
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	20-F, Item 5
	201-2	Financial implications and other risks and opportunities due to climate change	20-F, Item 3
	201-3	Defined benefit plan obligations and other retirement plans	20-F, Item 6
	201-4	Financial assistance received from government	N/A
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Page 26 (2021 Impact Report)
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Page 25 (Current Report)
	205-2	Communication and training about anti-corruption policies and procedures	Page 25 (Current Report)
	205-3	Confirmed incidents of corruption and actions taken	Page 25 (Current Report)
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 25 (Current Report)
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Not Disclosed
	301-2	Recycled input materials used	Not Disclosed
	301-3	Reclaimed products and their packaging materials	Not Disclosed
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Page 15 (Current Report)
	302-2	Energy consumption outside of the organization	Page 15 (Current Report)
	302-3	Energy intensity	Page 15 (Current Report)
	302-4	Reduction of energy consumption	Page 15 (Current Report)
	302-5	Reductions in energy requirements of products and services	Page 15 (Current Report)

GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Page 40 (2021 Impact Report)
	303-2	Management of water discharge-related impacts	Page 15 (Current Report)
	303-3	Water withdrawal	Page 15 (Current Report)
	303-4	Water discharge	Page 15 (Current Report)
	303-5	Water consumption	Page 15 (Current Report)
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Pages 13-14 (Current Report)
	305-2	Energy indirect (Scope 2) GHG emissions	Pages 13-14 (Current Report)
	305-3	Other indirect (Scope 3) GHG emissions	Not Disclosed
	305-4	GHG emissions intensity	Pages 13-14 (Current Report)
	305-5	Reduction of GHG emissions	Pages 13-14 (Current Report)
	305-6	Emissions of ozone-depleting substances (ODS)	N/A
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Pages 15-17 (Current Report)
	306-2	Management of significant waste-related impacts	Pages 15-17 (Current Report)
	306-3	Waste generated	Pages 15-17 (Current Report)
	306-4	Waste diverted from disposal	Pages 15-17 (Current Report)
	306-5	Waste directed to disposal	Pages 15-17 (Current Report)
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Page 25 (2021 Impact Report)
	308-2	Negative environmental impacts in the supply chain and actions taken	Page 25 (2021 Impact Report)
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Page 20 (Current Report)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 44 (2021 Impact Report)
	401-3	Parental leave	Not Disclosed
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Page 23 (Current Report)
	403-2	Hazard identification, risk assessment, and incident investigation	Pages 47-48 (2021 Impact Report)
	403-3	Occupational health services	Pages 47-48 (2021 Impact Report)

	403-4	Worker participation, consultation, and communication on occupational health and safety	Pages 23-24 (Current Report)
	403-5	Worker training on occupational health and safety	Pages 23-24 (Current Report)
	403-6	Promotion of worker health	Pages 23-24 (Current Report)
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 23-24 (Current Report)
	403-8	Workers covered by an occupational health and safety management system	Pages 23-24 (Current Report)
	403-9	Work-related injuries	Page 23 (Current Report)
	403-10	Work-related ill health	Page 23 (Current Report)
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Page 21 (Current Report)
	404-2	Programs for upgrading employee skills and transition assistance programs	Page 21 (Current Report)
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 21 (Current Report)
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Page 22 (Current Report) F-20, Item 6
	405-2	Ratio of basic salary and remuneration of women to men	Not Disclosed
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Page 25 (2021 Impact Report)
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Page 25 (Current Report)
	413-2	Operations with significant actual and potential negative impacts on local communities	N/A
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Page 30 (2021 Impact Report)
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	N/A

SASB

SASB STANDARD	DISCLOSURE		LOCATION
Activity Metrics	SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Pages 4, 18-19 (Current Report)
	SV-PS-000.B	Employee hours worked, percentage billable	Pages 18-19 (Current Report)
Data Security	SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Page 25 (Current Report)
	SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Page 25 (Current Report)
	SV-PS-230a.3	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected. Disclosure shall include a description of corrective actions implemented in response to data breaches	Page 25 (Current Report)
Professional Integrity	SV-PS-510a.1	Description of approach to ensuring professional integrity	Page 25 (Current Report)
	SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Page 25 (Current Report)
Workforce Diversity and Engagement	SV-PS-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	Pages 19, 22 (Current Report)
	SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	Not Disclosed
	SV-PS-330a.3	Employee engagement as a percentage	Page 20 (Current Report)

THANK YOU

We appreciate your interest in our efforts to drive the fashion industry into a more sustainable future. For any inquiries about this report and our ESG activities, please contact us at **ESG@kornit.com.**

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