



NUR  **Ink**
Innovations

Sustainability Report

2022

A MESSAGE FROM OUR CEO

It is with pleasure and pride for me to present our first ESG report.

As a company that develops environmentally friendly water-based inks, it is within our core values and goals to contribute to a better and cleaner planet, for us and for generations to come.

As we are coming close to commercializing our first products, we fully recognize the importance and need of sustainable operations and therefore we have started the important journey towards Environmental, Social & Governance excellence.

This journey will not be an easy one for us and will require joint efforts from the entire company and our suppliers, efforts which will ensure we align our practices with ESG values.

We are fully committed to this important process – all the way to reaching our ESG goals. This commitment includes waste management and recycling, developing the best environmentally friendly products, promoting manpower safety, inclusion and diversity, reducing our carbon footprint, all while enhancing our culture of ethical behavior standards and superb governance.

It is our strong belief that taking this ESG path will not only have a positive impact on the environment and society but will also generate long-term value for our shareholders.

I am personally committed to this important ESG journey and to updating you on our progress in the future.



Sincerely yours,

Moshe Nur

CEO & Chairman of the Board of Directors

A stylized, handwritten signature in black ink, enclosed within a large, thin oval loop.

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Our Company

WHO WE ARE

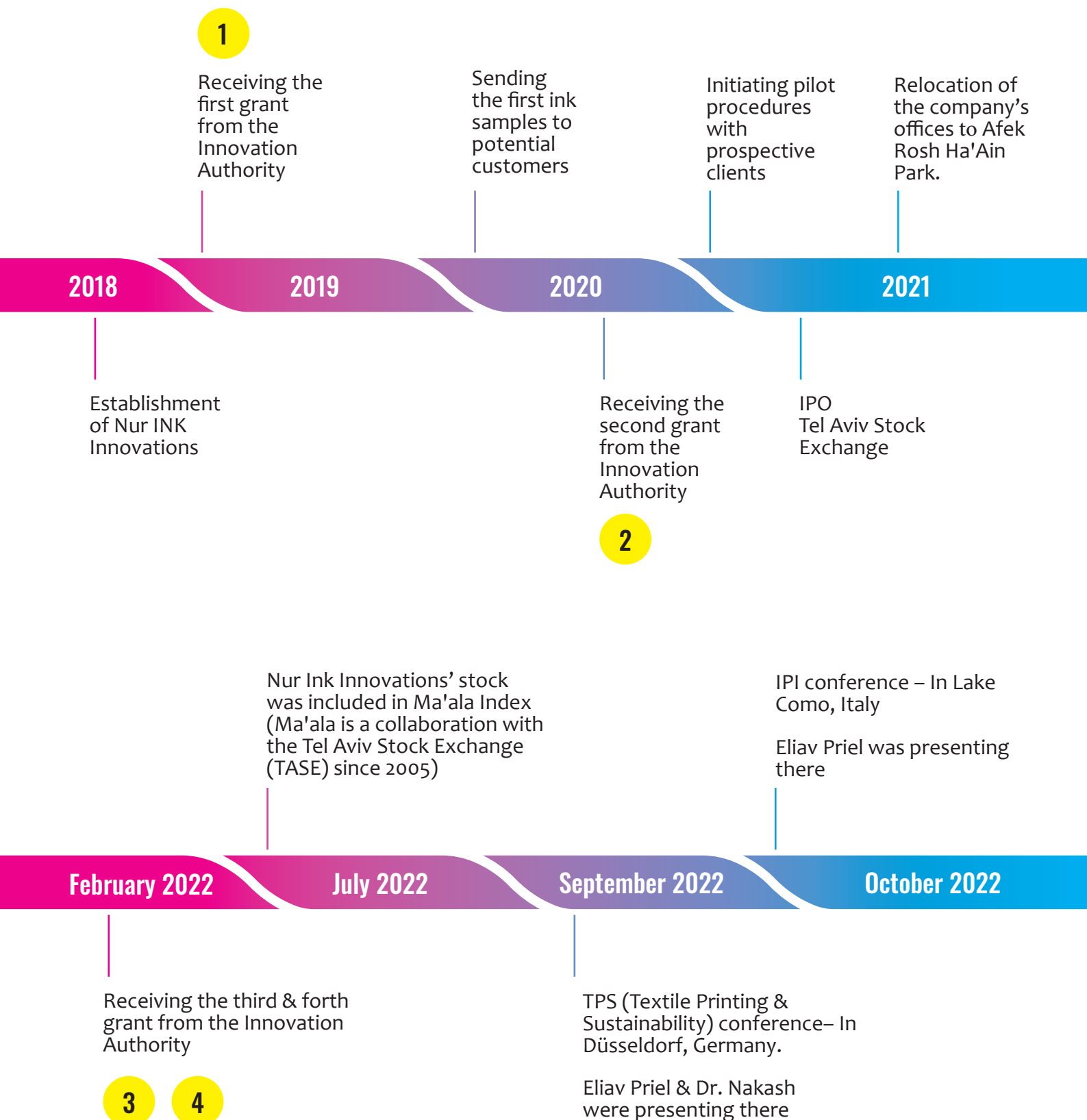
Nur Ink Innovations was established late 2018 and is focused on developing water-based pigment environment friendly inks for digital inkjet printing.

Nur Ink Innovations is the latest startup venture of the NUR group of companies, headed by Moshe Nur, an industry veteran who founded leading companies such as Nur Macroprinters, Kornit Digital and Outform, among others.

The team at Nur Ink Innovations has a wealth of experience and expertise, having collectively amassed more than 80 years of knowledge in the development of inks for digital printing. Our R&D team includes top-class chemists with vast experience in material engineering, physical chemistry and more, with proven track records.



TIMELINE JOURNEY



COMPANY STRUCTURE



Moshe Nur
CEO



Eliav Priel
Business Development



Moshe Nakash
CTO & VP R&D

Operations & Manufacturing



Ron Lefkovitz
Ink Factory Director



Inbar Friedman
Operations Manager

Marketing



Eyal Brauner
Product Marketing Manager

Application



Koren Levi
Application Specialist



Marjorie Elkouby
Application & Textile Specialist

Liat Algranti
Chemical Engineer



R&D

Lior Cohen
Chemical Engineer



Marina Kafri
Chemical Engineer



Irit Bracha
Chemical Engineer



Gregory Katz
Chemical Engineer



Leonid Kozlov
Chemical Engineer



Sivan Marcus
Chemical Engineer



Dotan Avera
Print Head System Engineer



Advanced Ink testing

OUR LEADING TEAM



Moshe Nur

Founder, Chairman of the Board & CEO

A pioneer in the wide-format digital-printing industry, founder and investor of the following companies:

NUR Macroprinters (1985) listed on NASDAQ and later on acquired by HP;

Kornit Digital (2002) NASDAQ: KRNT;

Outform (2002)

TWINE (dyeing threads during the manufacturing phase)

NANOFABRICA (3D printing) acquired by Nano Dimensions

RADSEE (Vehicle 4-dimensional radar)

Nur Digital Tex (2022)

Today, Moshe is the owner & chairman of the Nur group of companies, which includes several companies operating in diverse market segments, such as Nur Star Media – Israel's largest outdoor advertising company, Yahav Digital Printing - Israel's largest and leading wide-format digital print house, T-Print – One of Israel's largest digital garment printing companies, Geoni – developing and marketing of learning and social games and more. At Nur Ink Innovations, Moshe serves as CEO & Chairman of the Board of Directors while setting the company's strategy and milestones.

Moshe is an active community member and activist and in health and social related benefit organizations – both as a board member and as a fund raiser and contributor.



Eliav Priel

Business Development
Manager

Eliav is a seasoned business development executive in the digital printing industry and has worked in companies such as HP-Scitex, MegaInk, Matan (EFI) and Bordeaux Digital Printink. Eliav brings with him over 25 years of relevant business experience in the digital inkjet ink markets.



Dr. Moshe Nakash

CTO & Vice
President R&D

Moshe has a PhD in Chemistry from the Technion Institute of Technology and a Post-Doctorate from the University of Cambridge, UK. He has many years' experience managing projects and developing products for the printing and digital printing industry in leading companies in their fields such as Kodak, Digiflex and Velox, in addition to his research experience in the University of Tel Aviv as a Senior Lecturer. He has published a total of thirty patents and professional papers in leading scientific journals.

OUR LEADING TEAM



Ms. Inbar Friedman
Operations Manager

Inbar joined Nur Ink Innovations in the company's early days following a few project management positions in diverse market segments.



David Gerbi, CPA
CFO

David holds a BA in Business Management and an MBA (cum laude). David held numerous managerial positions in Israel's leading accounting firms and brings with him vast accounting and financing experience.



Ron Lefkowitz
Ink Factory Director

Ron has a BSc in Mechanical Engineering from the Technion Israel Institute of Technology. Ron brings with him over 30 years of hands-on experience in operations, technical engineering & maintenance, plus extensive technical support knowhow from his different management positions in Israeli corporations coming from diverse industries.

PRODUCTS & SOLUTIONS

Nur Ink Innovations is a global leader in the design & development of environmentally friendly water-based pigment inks for digital inkjet printing.

Our products are developed in close cooperation with printer manufacturers, print heads manufacturers and print systems integrators, all under OEM private-label partnerships. Our technology & products are protected by pending patents.

Digital Sol-Gel™ is the core of Nur Ink Innovations' technology and is based on an advanced 3D cross-linking chemistry, a ground-breaking technology creating a new category of water-based pigment inks for the digital printing industry, enabling new applications, and expanding possibilities.

Our water-based pigment inks have been developed for the following applications and are customized to the specific printer they are intended for:

- Direct-to-Garment (DTG)
- Direct-to-Textile (DTT)
- Roll-to-roll printing of indoor & outdoor advertising
- Wallpapers

As part of our development efforts, we are developing a water-based white pigment dispersion.

Nur Ink Innovations aims to become a global leader in water-based pigment ink solutions for a variety of industries, technologies, and applications.



ACHIEVEMENTS & NUMBERS

Below are some ESG highlights for Nur Ink Innovations in 2022





APPROACH TO SUSTAINABILITY

APPROACH TO SUSTAINABILITY

We are pleased to submit the Nur Ink Innovations ESG Report for 2022, summarizing our activities throughout the year and reviewing the environmental, social and corporate governance (ESG) aspects of our operations.

Since **Nur Ink Innovations** was established, ESG aspects have been integral to our operations, and focus on activity that adds environmental added value.

The aim was to create a company that provides customers with world-class products and in addition takes responsibility for their environmental influences after-sales.

Since the beginning, we have been committed to finding solutions to environmental issues while emphasizing technological innovations. As a company committed to promoting sustainability locally and globally, we will invest resources to manage and measure our environmental impact.

Nur Ink Innovations is constantly moving, seeking, and understanding the interest of all stakeholders along the way, our people, our business partners, our shareholders, our communities, and the environment. This is the nature of a truly sustainable company.

This Report was developed based on the guidelines of 'MAALA' reporting standards.



Empower Our People



DIVERSITY & EQUITY

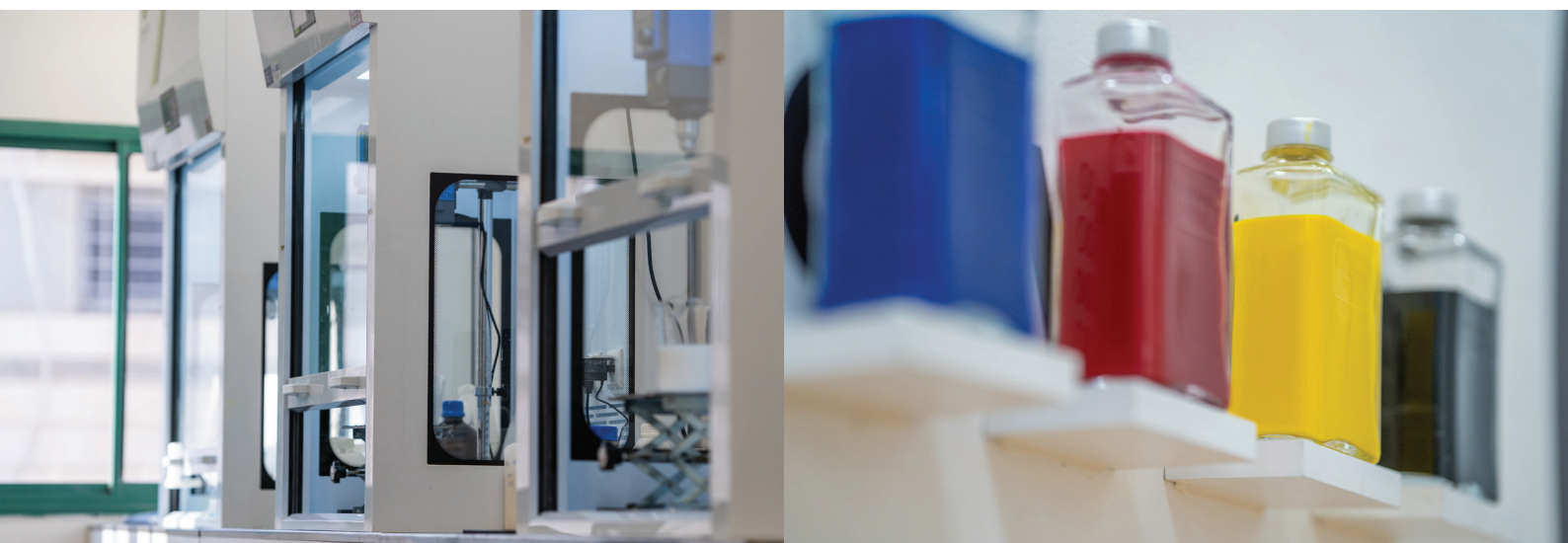
Code of conduct:

We define our purpose and principles as a company while advocating a Code of Conduct for everyone at Nur Ink Innovations - from executives to employees, suppliers, and subcontractors. The Code of Conduct strictly prohibits people at the company from acting with prejudice on the grounds of race, belief, age, social position, family origin, nationality, ethnicity, religion, gender, sexual orientation, and gender identity, as well as physical or mental disability, and strictly prohibits actions that belittle individuals, including bullying and harassment.

The company has an ethics supervisor who is responsible for implementing and enforcing the code of conduct. The Code of Conduct is included in the orientation guidance for every new employee. Moreover, every year, we conduct frontal training for all employees about the code of Conduct. At the end, an online test is administered, and every employee signs that he/she has participated in the training. We are planning to transfer the same guidance of the Code of Conduct to our suppliers and subcontractors.

In addition, we have an open communication policy that establishes the doors to all managers' offices must always be open, making them readily accessible to all employees. Furthermore, we have a "Malshinon" policy, whereby any employee can submit an anonymous complaint through our website. The complaint is submitted to the ethics supervisor and to the company's CEO, and he/she will decide according to the severity of the complaint, which disciplinary step is appropriate and applicable.

The Code is updated by the headquarters every three years.



DIVERSITY & EQUITY

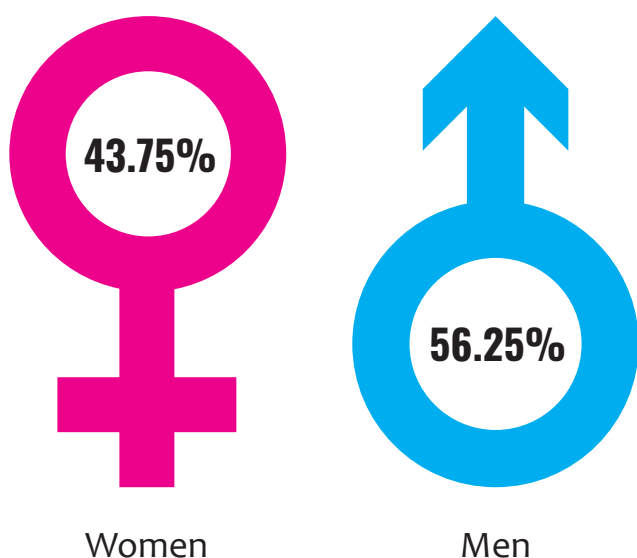
Diversity, equity, and inclusion:

In our organizational culture and business practices, diversity, equality and inclusion will play an important role in shaping our long-term success. Building and maintaining a high-performing workforce that reflects the diversity of our communities is one of our top priorities. By supporting equitable hiring, recruitment, advancement, development, and retention practices, we will achieve this goal.

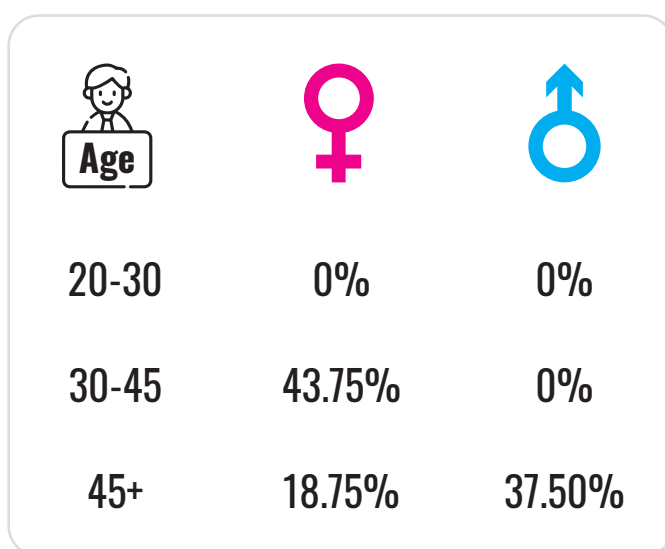
The Nur Ink Innovations philosophy is based on equal employment opportunities, which enables it to take on new challenges, grow, and generate new ideas by receiving input from a diverse employee base.

The following are numeric data about the employee's age and gender:

Employees 2022



Age & Diversity 2022



Even though the company has a low employee count, we are still striving to:

- Provide a home to all segments of Israel's society;
- Enhance the adequate representation of women at all levels of the organization, from junior management to key positions- at least 50%;
- Recruit employees of a lower age range.

TERMS OF EMPLOYMENT

It is our goal to create an enabling work environment that provides a positive work experience for our employees. To ensure a fair employment environment, the company offers similar employment terms and conditions. We conduct Nur Ink Innovations' business while maintaining a good working relationship with our employees and maintaining an ongoing dialogue between management and employees.

Our worldview allows employees the freedom to act freely and fully trusts them, as described below:

- Our employees are evaluated based on their productivity and quality;
- When possible, with the permission of their direct managers, employees set their work location and working hours;
- The Company allows employees to take annual leave and sick leave according to their needs.

The company's employees' terms of employment are outlined in individual contracts, which vary from employee to employee and are determined based on each employee's skills, education, relevant experience and position. It is important to emphasize that the employment contracts are in accordance with the native language of the employee.

There are numerous provisions in each of an employees' individual contract regarding pay, annual leave, recreation pay, advance notice period, severance pay, including the provisions of Section 14 of the Severance Pay Law, sick leave, contributions to the pension, confidentiality, and Proprietary Information and Non-Competition agreements.





BENEFITS & WELLBEING

Employees' needs:

We implemented a range of measures to attend to the needs of our employees during their employment tenure. Outlined below are the details of our efforts to provide all-encompassing support and prioritize the physical and mental well-being of those we serve:

Financial benefits

- Support for employees' life events, such as weddings, births, other family special events by giving a monetary gift;
- Giving holiday gift vouchers;
- Providing loans on convenient terms to the employees;
- Providing bonuses and grants based on work achievements, commitment, and professionalism;
- Providing a financial bonus as part of the recruitment initiative "A friend brings a friend"
- Providing a Continuing Education Fund for each employee as part of the terms of employment;
- The Company has the opportunity to grant an employee share options, after six months of employment;
- Offering the employees pension and insurance consulting by an external insurance company (during work hours);

Employment well being

- Arrange social events and departmental evenings;
- Flexible work location and working hours in coordination with the supervisor;
- Allowing flexible work hours in case of a sick family member;
- Allowing employees to take paid or unpaid vacation according to the circumstances;
- Encouraging the employees to utilize their vacations days before they become void;
- Supporting employees that return from maternity leave by less assignments, flexible work hours, working from home, etc.;
- The Company embraces the philosophy of Not firing employees at retirement age, but rather leaves the choice up to the employee's desire;

The company administers an annual anonymous satisfaction survey among its employees with the intention of capturing their genuine sentiments about the workplace. Based on the survey's findings, the company enhances and refines its existing well-being protocols while also promoting novel social initiatives.

BENEFITS & WELLBEING

Protected workplace:

Nur Ink Innovations is committed to fostering a workplace that is free from any form of sexual harassment and/or bullying. To this end, we have appointed a supervisor for sexual harassment prevention who serves as the primary contact for harassment and bullying complaints and is responsible for enforcing our policy regarding sexual harassment. Furthermore, we conduct annual training sessions to educate all employees on the importance of preventing sexual harassment. Our aim is to create a secure work environment that upholds the highest standards of professionalism and respect for all employees.





TRAINING & DEVELOPMENT

The growth and development of the Company's human resources is highly valued, and employee training is considered a crucial strategic aspect for our organization. Our approach entails promoting engagement and ongoing personal and professional growth for each individual, while also equipping our teams with the necessary tools to tackle daily challenges and perform their tasks effectively.

Nur Ink Innovations' management places great importance on offering employees various career development options within the company, as described below:

- Professional training - The Company places great importance on the professional development of its employees across all departments. To this end, the Company has taken measures to design a comprehensive range of training and enrichment programs that align with the organization's requirements. These programs may comprise various initiatives such as courses, training sessions, and opportunities to attend conferences both locally and internationally.
- Internal Company's training - The employees underwent training related to various aspects of internal compliance such as information security, safety, code of conduct, harassment, and other relevant topics.
- Orientation training - As part of the onboarding process for new hires, the Company provides orientation training to familiarize them with the organization's operations and processes. Additionally, they receive preparation training to equip them for their new role.
- R&D training - On a monthly basis, a team member from the R&D department shares guidance training with the rest of the department. During these sessions, they discuss their latest developments or progress.

Moreover, the management will consider a program to actively encourage employees to enhance their knowledge by enrolling in courses at the Company's expense. Additionally, employees are urged to participate in private external training programs that focus on their specialization or other relevant topics to broaden their expertise in various fields.

The Company's efforts are aimed at ensuring that each employee has access to a range of opportunities that enable them to take on challenges and grow professionally. In this regard, we are committed to developing a positive organizational culture and climate while fostering a workforce that exhibits passion, ambition, and perseverance in pursuing initiatives beyond the boundaries of the organization.

HEALTH & SAFETY

Nur Ink Innovations has implemented an occupational health and safety policy guideline that undergoes regular quarterly updates, particularly during the developmental phase of the organization. The policy dictates the company's commitment to prioritizing the maintenance and enhancement of a secure and conducive work environment to ensure the health and safety of all personnel at its sites. In compliance with our Environmental, Health, and Safety (EHS) framework, we have instituted a stringent and comprehensive health and safety management system that extends to all our employees across all operational facets.

Workplace Accidents 2022



Employee health:

Nur Ink Innovations is dedicated to improving the healthy lifestyle of its employees to enhance their mental and physical vitality, and foster self-actualization. The company seeks to promote health awareness, effect behavioral changes, and provide support to employees in maintaining these changes. To achieve this objective, Nur Ink Innovations is implementing a range of health promotion activities that include:

- Conducting social events, departmental gatherings and more;
- Encourage our employees to engage in sports activities to maintain an active lifestyle;
- Fosters work-life balance by enabling flexible work locations and hours.
- Provide healthy food options, such as fruit and filtered water, at its kitchen facility;
- Adopting an ergonomic standard for all workstations tailored to the specific needs of each employee.



HEALTH & SAFETY

Safe work environment:

At Nur Ink Innovations, the safety of our employees is a fundamental value. To comply with local safety laws, the Company has designated a safety officer. Moreover, Nur Ink Innovations has implemented a safety corporate system aimed at sustaining and improving a comfortable and supportive work environment and ensuring the health and safety of its personnel. This system comprises the following actions:

- Conducting an annual and fluent safety risk assessment;
- Investing in improvements to enhance the safety of our facilities;
- An emergency shower in case of contact with chemicals materials;
- Installing hoods (with an advanced filtration system);
- Providing general personal protective equipment (PPE) to employees working in the labs, including masks, glasses, anti-noise headphones, gowns, work shoes, and protective gloves;
- Conducting daily inspections and periodic third-party assessments of the PPE;
- Providing Specific guidelines for risky areas;
- Installing fire and flood protection systems;
- Encouraging employees to report any unsafe conditions that could pose a risk to themselves or their colleagues;
- Conducting safety training for new and existing employees (on a quarterly basis), and ensuring that everyone signs a participation form;
- Ensuring that the Company's facilities are accessible to disabled individuals in compliance with the law;

In the near future, the Company has plans to:

- Attain GOTS standards, which are currently in the approval process;
- Strives to conduct mandatory safety training for all subcontractors and suppliers prior to their engagement with Nur Ink Innovations;
- Maintain a zero-incident rate at Nur Ink Innovations;



COMMUNITY RELATIONS

Volunteering activities:

Nur Ink Innovations is always advancing to protect what's important in our communities by extending a helping hand to individuals and charitable organizations. It is important for us as members of our communities to help them achieve their goals.

We have a long-term vision of partnering with various NGOs and working within socioeconomic frameworks in a time-intensive, process-driven manner as part of our volunteering activities. It's important to emphasize that the volunteering hours are at the expense of working hours.

During 2022 we took an active part in some of 'Make a Wish' association's social events. Moreover, we encourage our employees to participate in a personal one-on-one activity with the association.

Monetary donations

We prioritize monetary donations that align with the charitable priorities of our team members. Among our team members, we believe that they have the best understanding of the greatest needs of their specific communities, as well as the best way to address those needs.

Nur Ink Innovations' annual budget includes a section dedicated to social donations. In 2022, we focused on health care, including people with disabilities. We donated to the following organizations:

- 'Laniado' Hospital in Netanya;
- 'Shalva' association- leading organization for the promotion and social integration of people with disabilities and their families' members, from infancy and through all stages of life;
- 'Make-A-Wish' association - its goal is to fulfill the wishes of children between the ages of 3-18 who are facing life-threatening diseases;

DATA SECURITY

Nur Ink Innovations has an IT system for managing data that includes secure servers designed to protect the Company's proprietary trade secrets and intellectual property.

In 2022, the Company has conducted an internal audit report regarding its assessments of cyber risks. Based on the report's findings, the Company intends to plan the following course of action:

- Enhance its data security system to encompass physical encryption of cloud-based data;
- Conduct data security training for all employees, including new hires, on a quarterly basis. Additionally, targeted phishing exercises are carried out to assess employees' level of alertness.
- Establish an official data security and cyber policy and develop guidelines for the employees.
- Appoint a dedicated cyber officer to oversee and manage cyber incidents;
- Acquire cyber incident insurance coverage for the Company;





VALUE TO THE ENVIRONMENT



APPROACH TO THE ENVIRONMENT

As part of its corporate responsibility, Nur Ink Innovations seeks to reduce environmental impacts in its own business activities, from reducing greenhouse gas emission to challenging our teams and facilities to reduce our resource use. At the same time, the company sustainability management helps reduce the environmental footprint of society through the manufacturing process of the product.

Nur Ink Innovations has established an Environmental Policy, which sets out action guidelines. Moreover, we rigorously ensure that all actions of employees and corporate officers comply with this policy.

Nur Ink Innovations provides a supportive environment for employees' initiatives and takes steps to reduce the Company's environmental footprint as part of its day-to-day activities:

- The Company never used disposable tableware in its offices;
- It has a strict printing policy;
- It implements a transition to Electric Vehicles;

Furthermore, looking ahead we will require all business partners and contractors engaged in our supply chain to behave in a manner consistent with the environmental policy guidelines through an agreement.

Nur Ink Innovations is determined to maintain its environmental performance at international levels. Our aim is to show continuous improvement in energy reduction and emissions management regarding product development and material sourcing, as well as remain compliant with all applicable regulatory requirements.

GREEN MANUFACTURING

Nur Ink Innovations belongs to the Green Chemistry industry. In green chemistry, hazardous substances are used or generated substances are less or not even used at all in chemical chemical products and processes.

As a responsible green chemical company, we produce eco-friendly products and solutions in a sustainable manner, and we encourage their use. Green chemistry products apply across the life cycle of a chemical product, including its design, materials selection, manufacture, use, and ultimate disposal. Nur Ink Innovations has been granted the Oeko-Tex Eco-Passport standard certification, which serves as an attestation that all components of the chemical product have undergone testing for compliance with statutory & regulatory requirements and pose no risk to human health.

While we respect and operate in accordance with all principles of green chemistry, we are focused on waste prevention, no hazardous chemical syntheses, and safer chemicals and products.

It's essential to Nur Ink Innovations, as a green manufacturing company, to emphasize its product quality, compliance with ecology requirements & regulations, resource circulation, global warming prevention, and environmental awareness.



WASTE TREATMENT

Nur Ink Innovations strives for effective use of limited resources and is committed to activities based on our Environmental Policy, which affect every process from production to use. This includes efforts to lessen environmental impact through waste reduction and recycling.

The Nur Ink Innovations team recognizes its responsibility to safely manage waste and increase recycling. We understand the importance of mitigating the environmental impact of waste created within our direct operations.

We follow leading waste management practices; therefore we have a strict procedure regarding waste disposal. Our waste management is closely monitored, controlled, and reported to management on a regular basis.

As a chemical company, Nur Ink Innovations strives to the highest environmental standards in connection with the treatment of solid and liquid waste.

Chemical waste (not considered "hazardous waste"):

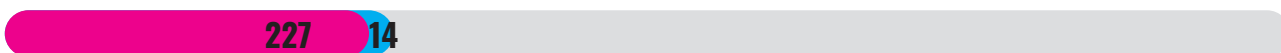
- Most of the Company's waste is generated as a result of wear and tear that belongs to the ink manufacturing process.
- The chemical waste is collected by a licensed specialist external company called "Tabib". The waste is carried out according to the relevant regulation regarding removal of 'Hazardous Materials', even though Nur Ink Innovations' waste is non-hazardous. Tabib collects the chemical waste using safety gallons and transports them in trucks to the national site of toxic waste in Ramat Hovav.

2022

March



May



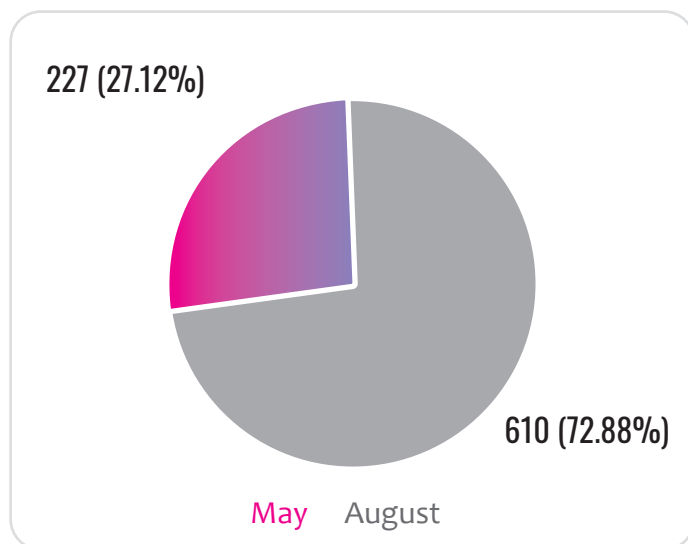
August



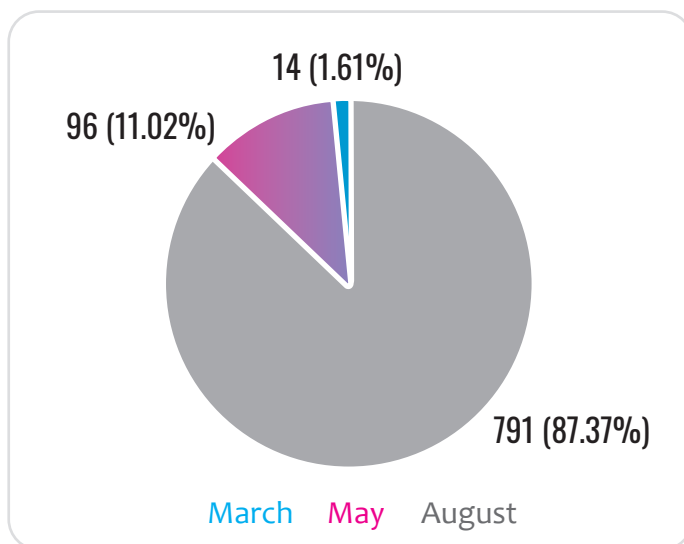
Total Solid waste (Kg) 837 Liquid waste (Kg) 871

WASTE TREATMENT

Liquid Chemical Waste



Solid Chemical Waste



Solid office waste:

- The Company's solid waste is generated partly- from the activity of its offices. Nur Ink Innovations is working with "**Yarok Hevrati**" (Socially Green), an external company that provides waste bins by color according to the waste type (paper, glass, cardboard, etc.) and following the end of every week it collects the waste for the recycling process. "Yarok Hevrati" employs men and women with various disabilities to collect waste for recycling. Operating from a socio-ecological perspective, Yarok Hevrati strives to jointly promote environmental justice and social justice
- Furthermore, from its inception, the Company has never used any disposable tableware in its offices.

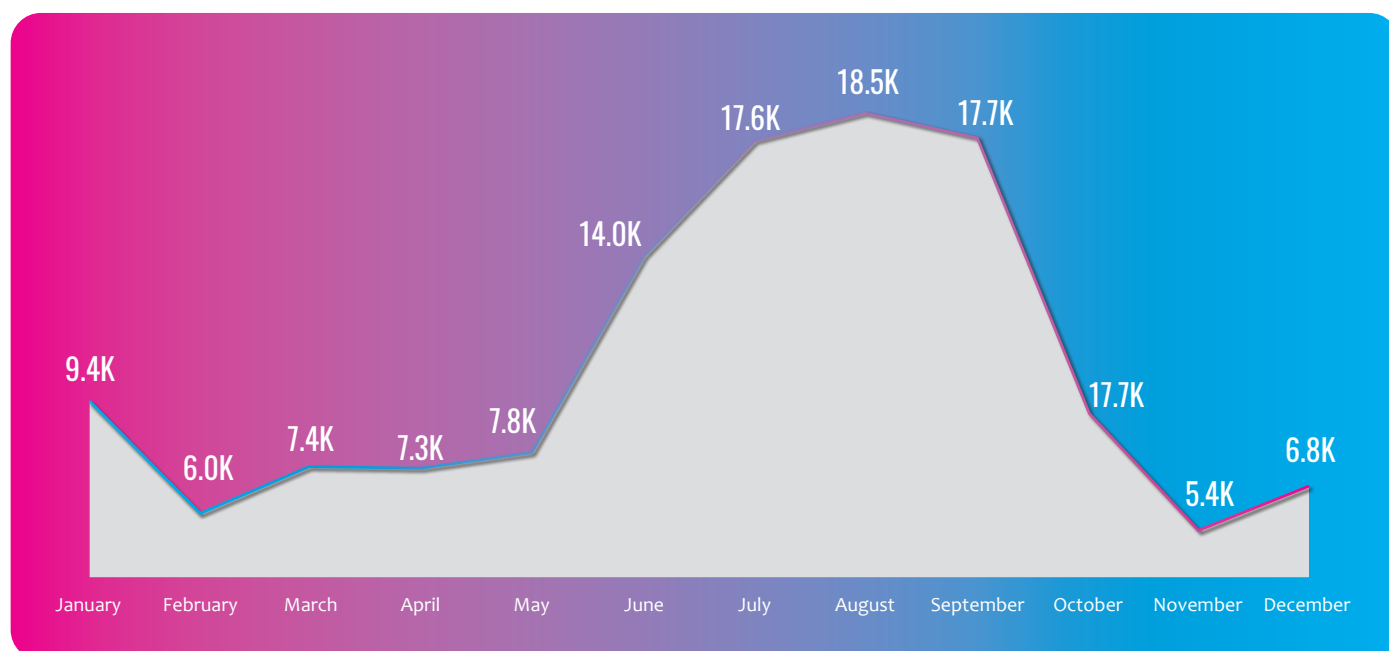
As part of our future strategy, we will set a company-wide annual target of reducing waste. To achieve this target, we will need to set waste reduction as a top priority and reduce the amount of waste generated, through improvements in manufacturing processes and office activities. In addition, we will continue to encourage our teams to research opportunities to streamline operations to further reduce waste generation.

ENERGY CONSUMPTION & GAS EMISSIONS

Manufacturing is considered energy intensive. Therefore, effective energy management will be one of our top priorities to minimize the impact of our operations on the environment and climate change. We are committed to the improvement of our energy efficiency to reduce our GHG footprint.

Most of our energy use is derived from electricity, here are the electricity consumption data for 2022:

Electricity Consumption (kW/h) - 2022



Total: 120,269

ENERGY CONSUMPTION & GAS EMISSIONS

Current actions:

Nur Ink Innovations strives to decrease the energy intensity of its operations and shift to renewable energy sources where possible. Accordingly, the Company is taking the following steps:

- We appointed a qualified energy supervisor which responsible for energy efficiency;
- We Installed a 'Green' air conditioning system (called VRF) that operates according to energy reduction;
- We implement a transition to Electric Vehicles;
- Our manufacturing processes in our facilities utilize energy sourced exclusively from local electricity corporations;
- We Design the future production line with measures that consume low energy;

A glance to the future:

Nur Ink Innovations is at the beginning of its ESG journey. We are still in the prototype development phase before moving to production. As a responsible green chemical company, we aim in the future to:

- Monitor and measure the carbon emissions across our development and manufacturing process (ESG Scope 1,2);
- Set quantitative targets (short and long terms) for reducing emissions as part of a strategic process;
- Support the prioritization of energy efficiency improvement opportunities;



WATER MANAGEMENT

Water consumption:

Water is one of the most essential natural resources on the planet. Nur Ink Innovations desires to minimize the use of water resources through its facilities and employees.

The Company has developed a water-based product that aims to address one of the most pressing pollution concerns within the digital printing industry. Furthermore, the company is committed to responsible water resource management as part of its contribution to the cause.

Water consumption in the Company is forecasted to be largely attributed to the production of ink. Water is playing a vital role in the production of Ink. Therefore, future production lines are designed to save water. Furthermore, water consumption will be monitored throughout the production process.

One of the measurements the company has already made for preventing water's dissipation is to install a unique system of flooding prevention in the Company's facilities. Thus, whenever there is a malfunction in the Company's water pipe, a sensor is activated, and the supply of water is immediately stopped until it is checked by a human factor.

Here you can see the water consumption in our facility during the year 2022:

Water Consumption (m3) - 2022



Total 501.42

Industrial wastewater:

Our operations do not lead to any discharge of industrial wastewater. The only wastewater associated with our operations is sanitary wastewater, treated by the municipal wastewater system.







GOVERNANCE

OUR BOARD









Nur Ink Innovations is an Israeli public company traded on the Tel Aviv Stock Exchange.

Our corporate governance structure is designed to ensure that all business operations are conducted with the same responsibility, ethics, and purpose. The Board of Directors' main responsibility is to oversee and supervise Nur Ink Innovations' Business and strategic activities. Furthermore, there is supervision by the legal consultant on the participation of the directors in the board meetings.

Our Board of Directors is made up of six directors, including two stakeholders (founder and CEO, Mr. Moshe Nur and Mr. Yossi Nuriel), and two independent directors.

Name	Position start date	Independent director	A family member of another stakeholder	Expertise and Experience
Moshe Nur	14/11/2018			A pioneer in the wide-format digital-printing industry, founder and investor of the following companies: NUR Macroprinters (1985) listed on NASDAQ and later on acquired by HP; Kornit Digital (2002) NASDAQ: KRNT; Outform (2002) TWINE (dyeing threads during the manufacturing phase) NANOFABRICA (3D printing) acquired by Nano Dimensions RADSEE (Vehicle 4-dimensional radar) Nur Digital Tex (2022) Today, Moshe is the owner & chairman of the Nur group of companies, which includes several companies operating in diverse market segments, such as Nur Star Media – Israel's largest outdoor advertising company, Yahav Digital Printing - Israel's largest and leading wide-format digital print house, T-Print – One of Israel's largest digital garment printing companies, Geoni – developing and marketing of learning and social games and more. At Nur Ink Innovations, Moshe serves as CEO & Chairman of the Board of Directors while setting the company's strategy and milestones. Moshe is an active community member and activist and in health and social related benefit organizations – both as a board member and as a fund raiser and contributor.
Galit Assaf	19/7/2021			Galit is an executive manager who served in various financial and operational roles in the public and the private sectors. In the past 7 years, she served as SVP Operations and Services in the successful Fintech company, Payoneer. In addition, Galit has a vast experience in board of directors' membership of many companies.

OUR BOARD

Name	Position start date	Independent director	A family member of another stakeholder	Expertise and Experience
Sarel Ashkenazi	26/1/2021			Following a successful career as EVP Sales & Business Development at Kornit Digital, Sarel invests in early-stage start-up companies and manages a few. In Kornit, Sarel was the driving force behind the Amazon-Kornit cooperation agreement, while in parallel led the Company's IPO (KRNT). At Nur Ink Innovations, Sarel will guide & assist the company's business development and marketing activities
Amit Muchtar	19/7/2021			Amit started his career at RSM Israel as an audit manager and in 2005 he was appointed to a partner. In 2021 he was appointed as the managing partner of the firm. Mr. Muchtar has over 25 years' experience in public accounting serving clients from middle market companies, family-owned companies, public companies, and capital market companies as well. Mr. Muchtar holds a B.A in accounting and financing from The College of Management. Amit has extensive experience as an auditor in the capital market provident funds, education funds and other investment houses. He has vast experience as a consultant in taxation and accounting as well. As part of his duties, he also serves as an expert in mergers and acquisitions processes and in managing family wealth. Besides being a managing partner at RSM Israel, he also serves as the CEO of AMI, and as a director of Mishorim Real Estate Investment Ltd.
Yossi Nuriel	2/9/2019			Yossi is the owner of Yahav Digital Printing, one of Israel's largest and leading outdoor advertising companies and was one of the initial investors in Kornit Digital, among other start-up companies. Also Yossi is Moshe Nur's brother.
Yossef Gabay	2/9/2019			For many years, Yossef served as CEO, CFO & a director of a public company in the fields of insurance, finance and yielding Real Estate markets. Currently, Yossef manages various business and is the CEO of Ayala & Gabi Holdings Ltd., one of the initial investors and a current stakeholder in Nur Ink Innovations



OUR BOARD

Our Board of Directors has two committees:

- Compensation Committee;
- Audit & Finance Committee;

Directors' appointment process:

When considering individuals for nomination to the Board of Directors, the general conference of shareholders considers both the requisite skills and characteristics of individual directors, as well as the composition of the Board of Directors as a whole.

Nur ink Innovations recognizes the importance of having a Board of Directors composed of highly talented and experienced individuals as well as the benefits of having a diverse Board of Directors. Having a diverse Board of Directors is essential to ensuring the company's success and the achievement of its goal. It should include a range of skills, experience, ages, ethnicities, genders and other attributes.

Training and guidance for the Board of Directors:

In order to maintain the competence of the Board members, Nur ink Innovations offers an annual professional training program that covers corporate governance, risk management, and other targeted topics.



SUSTAINABILITY MANAGEMENT

Vision:

Nur ink Innovations aims at realizing a sustainable society where everyone has the chance to reach their full potential. Our management approach entails conducting dialogues and co-creation with many different stakeholders while advancing business activities that help address social issues.

Moreover, we not only fulfill our responsibility to comply rigorously with laws, regulations, and sound corporate ethics but also proactively lower risks attendant on activities that have potentially negative effects on society or the environment.

Nur ink Innovations is promoting management for sustainability in accordance with the following basic principles:

- Assist solving social challenges by our business activities;
- Support risk management and enforce compliance;
- Establish a communication channel with stakeholders;

Management structure:

During the last year, following several discussions among management and the Board of Directors, the Company appointed management officials to lead the ESG field:

- ESG & Sustainability manager - is responsible for setting goals, reviewing work plans and ensuring milestones are met;
- A member of the executive management is responsible for routinely reporting risks and gaps in the ESG field to the Board;
- Factory manager - oversees ESG-related activities, including safety, procurement, production chain, and supplies;
- An ESG Director is responsible for supporting and promoting the field of ESG and sustainability, both strategically and policy-wise;

Furthermore, Nur ink Innovations is and will allocate resources from the Company's annual budget to develop and promote ESG issues based on a work plan.

RISK MANAGEMENT & AUDIT

Risk Management:

Nur ink Innovations continues to develop its Risk Management program. We believe everyone from Senior Leadership to process owners are responsible for identifying and managing risks on a daily basis.

Every three years we conduct a risk survey by an external consultant. In addition, on a basic routine we conduct an inside risk assessment, through it we ask our employees to identify their top risks, threats, and opportunities, assessing their impact, likelihood, speed of onset, and effectiveness of internal controls.

Based on our materiality assessment, we prioritize our top risks. In order to mitigate threats and capitalize on opportunities, cross-functional teams calibrate our internal controls, define key risk indicators, and implement programs to mitigate risks. As a result of this process, we determine our strategic priorities.





RISK MANAGEMENT & AUDIT

Internal Auditing:

As a public company, Nur ink Innovations operates in accordance with the legal requirements and regulations, and based on the recommendations of the Audit Committee, the Board of Directors approved the appointment of an internal auditor for the Company.

In addition to providing internal auditing services as an external service provider, the internal auditor also follows a multi-year plan, including an internal auditing plan for 2022 that was developed by him in collaboration with the Company's management, presented to the audit committee and board of directors, and approved by them.

The multi-annual plan is based on audits conducted with regard to key Company processes based on the level of exposure, assessment of the probability of the occurrence of a default event and scope of damage.

Anti-bribery & Anti-corruption:

In the future, when the Company starts selling its products, it will have a regulated anti-bribery and corruption policy that applies to its customers and suppliers. The policy will include the following conditions:

- Due diligence examination before engagement, including ownership structure, previous lawsuits, etc.;
- Examining whether the country in which the client or supplier operates is included in one of the global corruption rankings;
- Commitment of the suppliers and customers to comply with the terms of the Company's code of conduct;



COMPENSATION POLICY

The compensation policy is designed to establish guidelines for the remuneration of the Company's officers, with the objective of reconciling the Company's interests in compensating high-performing officers, attracting and retaining top-quality talent over the long term, and providing them with incentives to achieve the Company's objectives on the one hand, and the Company's interests in adhering to pay norms that align with its business and organizational strategy over time, which the Board of Directors considers consistent with the Company's objectives and conducive to their realization on the other hand.

The compensation policy of Nur Ink Innovations centers on quantifiable benchmarks and individual objectives for all officers. It is composed of a fixed element that encompasses base salary, social benefits, and other associated perks, as well as variable components such as the annual grant (variable remuneration), retirement grant, bonuses, special discretionary (one-off) grant, and equity compensation.

As per the compensation policy, the remuneration for the external directors serving on the Board of Directors will be determined in adherence with the Israeli remuneration regulations.

Nur Ink Innovations places great importance on transparency in its dealings with stakeholders, a principle that transcends its legal obligations. In pursuance of this objective, the Company publishes its compensation policy on the Tel Aviv stock exchange website, 'Maya', thereby affording all stakeholders unimpeded access to its contents. Furthermore, the policy is subject to periodic review by the Board of Directors, with due consideration to the changing exigencies of the Company, feedback from stakeholders, and conformity to the extant legal provisions.

APPENDIX



OUR REPORT

The ESG report brought to you is the first report Nur Ink Innovations writes and publishes. This report offers a comprehensive and detailed review of the Company's activities in the year 2022. The report aims to evaluate the Company's performance in relation to its economic, environmental, and social impacts, and to provide an overview of the Company's processes and operation.

The report was written according to the Maala standardized indicators and in spirit of the guidelines of the global reporting of the GRI standards.

The primary goal of this report is to provide pertinent information about the Company's effects on its stakeholders and the measures it takes to manage them. We remain steadfast in our commitment to releasing an ESG report on a periodic basis to keep our stakeholders apprised of relevant information.

Our future reports will include more performance disclosures, targets, and achievements of these entities. We remain committed to providing timely and accurate information to all our stakeholders to foster transparency and accountability.

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