

Compliance & Ethics Department

Rafael Advanced Defense Systems

Human Rights Commitment Statement 2025

At RAFAEL, protecting and promoting human rights is a core value that guides every aspect of our operations. We are steadfast in our commitment to ethical conduct, transparency, and integrity, ensuring compliance with the highest local and international standards, as well as applicable laws, rules and regulations, and industry best practices.

We integrate human rights principles into our business practices to create a fair, safe, and respectful environment for employees, partners, and stakeholders. This commitment includes safeguarding privacy as a fundamental right and ensuring the secure handling of personal data in compliance with applicable law.

RAFAEL is managing effective compliance programs in various relevant areas, including, anti-bribery and corruption (ISO 37001 certified), export control, and anti-slavery and human trafficking, all of which are directly linked to the protection of human rights. Our Code of Ethics and Ethics Committee uphold these standards across all operations and supply chains, ensuring transparency and accountability. Additionally, RAFAEL complies with applicable conflict minerals standards and requirements across its supply chains.

As a responsible organization, we embed Environmental, Social, and Governance (ESG) principles into our activities, prioritizing diversity, inclusion, and minimizing environmental impact. RAFAEL regularly releases an ESG report and presents it in its public website and it is certified with Israeli Standard IS10000 - Social Responsibility Management System.

At RAFAEL, we are committed to the responsible and ethical development of Artificial Intelligence systems and safe and secure use of our systems and of emerging technologies. We assess technological and business opportunities with a special focus on human rights, data privacy, and security, ensuring that all technologies align with our ethical standards.

RAFAEL strictly adhere to applicable international sanction regimes including the U.S, UN Security Council and others.

To proactively address human rights risks, we conduct annual risk assessments, allowing us to identify and mitigate potential issues effectively. Senior management and the Board of Directors oversee these efforts, ensuring that human rights remain central to RAFAEL's operations and decision-making processes.

We firmly believe that our long-term success is driven by operating ethically, transparently, and with integrity, ensuring that we win based on the merits of our products.

Signature: _____



Title: Chief Ethics and Compliance Officer